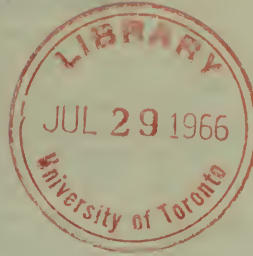




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ERRATA

On page 904—Column 1—under “John Crispo”—Para. 4—Line 9—for Jan. *read* June;
Line 10—for 773 *read* 775.

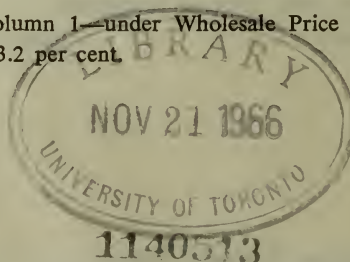
On page 910—Column 2—under “Pierre Vadeboncoeur”—Para. 2—Line 1—for 1951
read 1921.

On page 1003—Table F-1—under “Tobacco and Alcohol”, May, 1965—for 112.5
read 122.5.

On page 1010—Column 2—Para. 2—Line 3—for 35 cents *read* 50 cents.

On page 1231—Column 1—under Wholesale Price Index, Oct. 1965—Line 4—for 32
per cent *read* 3.2 per cent.

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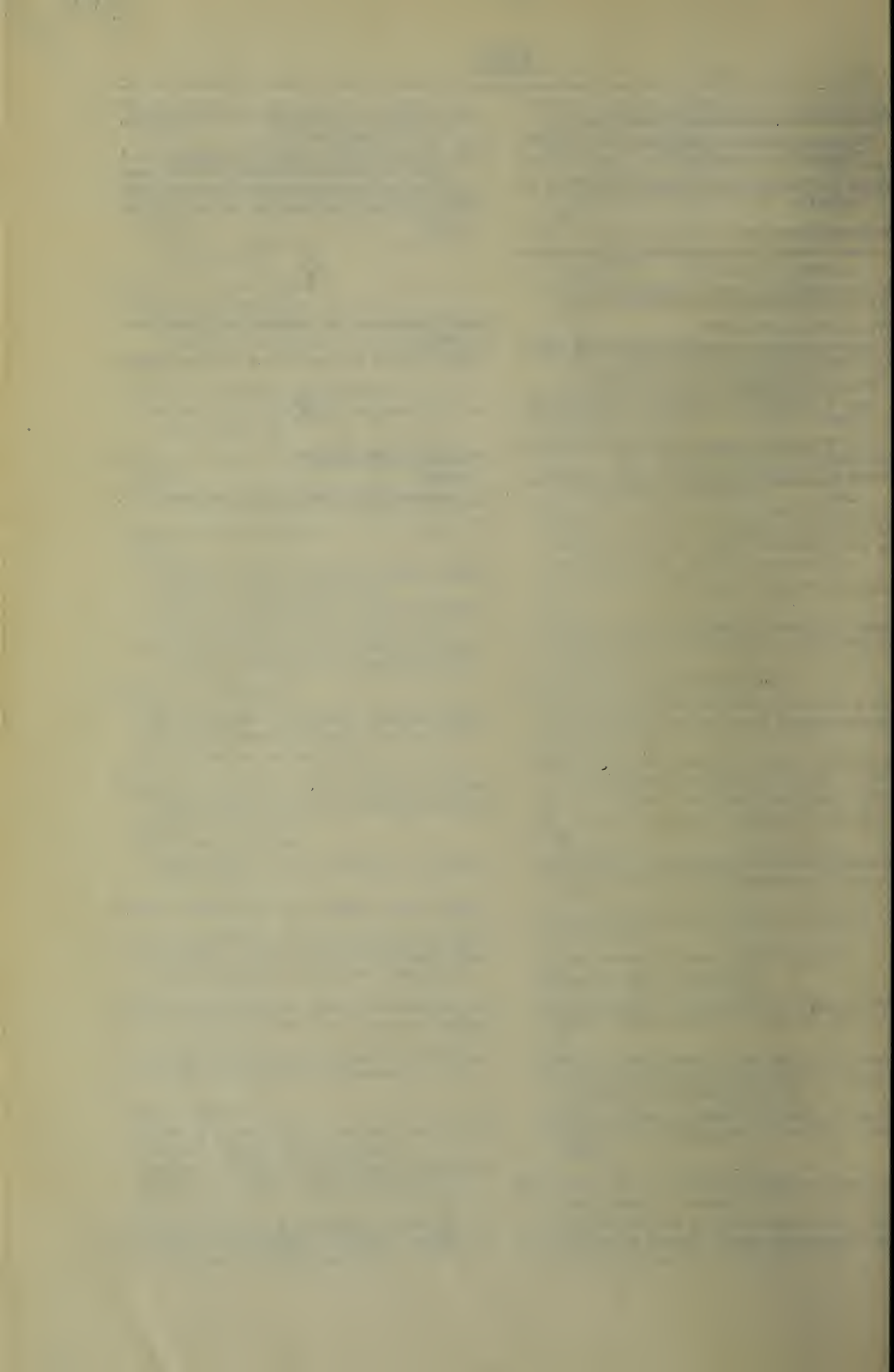
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Assistant Editor

Editor, French Edition
Georges D'Astous

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Fair Wage Schedules

In last fiscal year Department prepares 2,808 schedules of labour conditions for inclusion in construction contracts let by federal Government, compared with 2,161 year before

During fiscal 1964, a total of 2,808 schedules of labour conditions were issued by the Department of Labour under the Fair Wages and Hours of Labour Act, compared with 2,161 in 1962-63. The value of contracts reported to the Department as having been awarded during the year was \$220,117,334, compared with a value of \$170,291,261 for contracts reported in 1962-63.

During the past year, \$85,249 was collected from 96 contractors for distribution to 1,898 workers to satisfy wage arrears owing by the contractors. During 1962-63, collections amounted to \$71,225.

Federal fair wages legislation dates back to 1900, when a Fair Wages Policy was first adopted as a Resolution of the House of Commons. In 1907, this Policy was embodied in an Order in Council, which was revised and expanded in subsequent years, the last revision and consolidation having been made in December 1954.

A statute known as the Fair Wages and Hours of Labour Act, passed in 1935, provides for the payment of fair wages on construction contracts let by the Government. The rates of wages provided for by the Act are those generally accepted as current for competent workmen in the district where the work is being done, but they must in any case be fair and reasonable.

A Regulation passed under the Act in 1940 and revised by an Order in Council in 1954 provides for the recovery of any deficiency in the wages actually paid on any contract compared with the rates set under the Act.

The Department reported that in 1964 progress had been made on important undertakings to which labour conditions had previously been applied under the Act, and that two new major developments had been begun.

Construction of the South Saskatchewan River Dam is now in its sixth year. The Department prepared schedules of labour conditions during the year for five contracts in this development, making a total of 39 schedules since the first one was issued on July 10, 1958. Much of the work of moving earth in the undertaking was continued throughout the year, including the winter season, on the basis of two shifts of 10 hours a day and 60 hours a week, with overtime at not less than time and a half after 8 hours a day and 44 hours a week.

During the year, 13 schedules of labour conditions were prepared for Atomic Energy of Canada Limited to cover additional phases of the new Atomic Energy Power Plant (Candu Reactor) at Douglas Point, Ont., making a total of 39 schedules issued since the work began on September 13, 1960.

Twenty-nine additional schedules were supplied to Atomic Energy of Canada Limited and to Central Mortgage and Housing Corporation for contracts in the Whiteshell Nuclear Research Establishment in Manitoba, including those for construction of the new town of Pinawa, making a total of 75 schedules issued since the first one on June 8, 1961.

The Northern Canada Power Commission began construction of a hydro-electric power plant and transmission line in the Northwest Territories. The project is designated as the Taltson River Hydro-Electric Development. Two schedules of labour conditions were prepared, and other schedules will be issued as other phases of the project are undertaken. Construction is to be completed in the fall of this year.

The Canadian Corporation for the 1967 World Exhibition began work on a site on certain islands and reclaimed land in the St. Lawrence River at Montreal. Defence Construction (1951) Limited is co-operating with the Corporation in the calling of tenders. During the latter part of the year, schedules of labour conditions were prepared for five projects for: construction of the substructure and the superstructure for a bridge from MacKay Pier to Ile Verte; design, fabrication and erection of mass transit systems from downtown Montreal to the site of the Exhibition; and the filling of the MacKay Pier with rock and aggregate. A schedule of labour conditions was sent to the Department of Public Works for the construction of an ice control structure.

The Fair Wages Legislation does not apply to contracts for services, but Government departments and agencies have found it expedient to include schedules of minimum rates and maximum hours in service contracts; the Department prepared schedules for a number of contracts relating to cleaning of buildings, moving of furniture and supplies, and maintenance work.

50 Years Ago This Month

Mines and smelter in British Columbia, closed for some time owing to low price of copper, reopened after employees offer to accept 25-per-cent wage cut. Coal mining at low ebb, too

During December 1914, the mines of the Granby Consolidated Mining and Power Company at Phoenix, and the company's smelter at Grand Forks, B.C., which had been closed for some time, were reopened, giving employment once more to several hundred men, the LABOUR GAZETTE for January 1915 reported. The mines had been closed owing to the low price of copper.

The reopening of both the mines and the smelter was the result of an offer by the employees to accept a 25-per-cent reduction in wages until copper prices improved.

"The manner in which this agreement was brought about is of interest," this journal said. "There is but one large store in Phoenix, the proprietors of which were obliged to give credit to most of the people out of work, and this condition, it was feared might be prolonged indefinitely, resulting in the possible bankruptcy of the firm. The proprietors accordingly discussed with the miners the question of taking a lower rate of wages as an inducement to the company to reopen its mines, and to this the miners were agreeable."

A delegation consisting of the mayor of Phoenix, a representative of the store, and some of the miners was organized by the MLA for the district to go to Victoria to interview the Government, with the object of trying to get the company to reopen the mines and the smelter, since the men who had been laid off "were rapidly becoming destitute."

The manager of the Granby Company, on being "summoned" to a conference in Victoria, at first said that at the prevailing price of copper, the mines could not be operated except at a loss to the company. "The costs for labour and electric power were prohibitive," he declared.

"The men then agreed to take a 25-per-cent reduction in their wages, and the Acting Premier telegraphed the manager of the West Kootenay Power and Light Company at Rossland, asking if a reduction in power costs could be obtained to allow the Granby Company to operate its mines, and relieve the labour situation at Phoenix. The manager at once replied that his company would be glad, under the circumstances, to supply power at cost.

"The manager of the Granby Company then authorized the reopening of the mines

at Phoenix and the blowing in of four furnaces at the Grand Forks smelter. The proprietors of the store, on their part, agreed to supply the people at Phoenix with the necessities of life at actual cost until conditions again became normal.

"The report that the Granby Company intended to resume operations, even at a reduced rate of wages, brought a number of men to the district looking for work. It was announced, however, that there were more local men available than could be given employment, and outsiders were warned not to go to the expense of coming to Grand Forks or Phoenix seeking employment."

Coal mining in both Eastern and Western Canada was also at a low ebb. This journal reported that the mines of the Dominion company in Cape Breton were banking coal, "which was expected to help the collieries that had been hardest hit during November and December." The banking of coal, it was said, would enable the Dominion collieries to work about four days a week. The collieries at Sydney were working half time, and "prospects for the winter at Inverness were four days a week."

In the Lethbridge district, coal mining was dull, and at Nanaimo, "the Western Fuel Company was the only mine in the district working steadily. The Vancouver-Nanaimo Coal Company laid off nearly all its men on December 1, and other companies were working slack time. Very little work was going on all over the district. On December 1, the wages of several hundred employees of the Pacific Coast Coal Company were reduced 10 per cent."

In manufacturing, conditions during December had improved somewhat, although the improvement was chiefly confined to factories turning out goods for military purposes.

At Toronto, manufacturing showed a considerable increase in activity, and a number of additional workers were taken on at many plants." The Massey-Harris company's plant which had been closed since August, reopened on December 1, and 500 men were taken on. This number was much increased later on. At Brantford also, the company resumed operations with about 150 men, a number that was increased to about 500 by the end of the month.

Three Areas Removed from List of Designated Areas

Three areas, two in Ontario and one in Quebec, were removed this month from the list of areas designated for special government assistance. The announcement was made last month by Hon. Allan J. MacEachen, Minister of Labour, and Hon. C. M. Drury, Minister of Industry.

Effective January 23, the areas served by the National Employment Service offices in Brantford and Pembroke, Ont., and in St. Jean, Que., were removed from the list of areas that are designated for purposes of special measures of government assistance. The Government announced in September 1963 the designation of 35 areas of high persistent unemployment and slow growth to be eligible for special tax benefits and other measures (L.G., Oct. 1963, p. 864). Last month's announcement reduces this list of areas to 32.

The deletion of the three areas is the result of a review of NES areas on the basis of the criteria established last year. A basis review of all aspects of the program is now being actively pursued.

The Ministers stressed in their announcement that the designated area program had made a significant contribution to the rise in employment during the past year. By the beginning of December, the Minister of Industry had been informed of 175 new enterprises in designated areas involving investments totalling \$418 million and 14,000 estimated jobs. Twenty-three of the thirty-five areas are sharing in this new industrial development.

When the program was first put into effect, it was realized that the basis for selecting areas, and other aspects of the program would probably need to be re-examined in the light of experience. In the past several months, therefore, a review of the designated area program has been under way.

The review of NES areas showed that Brantford and Pembroke, Ont., and St. Jean, Que., on the basis of the established criteria as applied to employment and unemployment data now available, no longer qualify for designation.

In Brantford and St. Jean, industrial expansion, stimulated by the general buoyancy of the economy and the special tax incentives, has resulted in a significant increase in employment and a reduction in unemployment. New firms, which have indicated that they intend to take advantage of the tax incentives, are establishing production facilities in the Brantford area with an estimated capital investment of more than \$32 million

and a planned employment of more than 2,700. In St. Jean, new firms are establishing with an estimated capital investment of more than \$16 million and a total employment of nearly 1,200.

As many of the larger new projects will not come into full production for some time yet, the beneficial effects of the tax incentives program will continue to be felt in the areas for some time to come.

In the Pembroke area there has been a modest increase in employment in existing industries and a reduction of unemployment so that the area no longer qualifies. In addition, there are good prospects that new industry will be establishing in the area as a direct result of the program, thus achieving further employment gains.

Because some firms may have plans under way to take advantage of tax benefits in the three areas that no longer qualify, but have not yet made these intentions known to the Minister of Industry, and because it would be unreasonable to remove these areas from the list of designated areas without some warning, the Government decided to make the deletion of these areas from the list of designated areas effective one month from the date of the announcement.

Turning to the consideration of additional areas that now meet the criteria, it was thought that it would be unwise to designate any new areas while a review of the whole program was being carried out. If, as a result of the review, new selection criteria were to be adopted, it could mean that an area might be designated for several months and then have to be removed from the list. The designation of an area for such a short time would lead to uncertainty.

There is only one additional NES area, Port Colborne, Ont., that meets the existing criteria, and the Government has therefore decided that this area will not at the present time be added to the list of designated areas.

New York Governor Rockefeller's Committee on the Minimum Wage last month recommended an annually adjustable minimum wage. It proposed that each year the State Industrial Commissioner set a minimum wage rate equal to 50 per cent of gross average hourly earnings in the state's manufacturing industries. To make a gradual adjustment from the present rate, increases would be limited to 6 cents a year for the first three years.

Winter House Building Incentive Program Off to Good Start

The Winter House Building Incentive Program is off to a good start. This is the program under which the federal Government makes an incentive payment of \$500 to the owner-builder or first purchaser of houses that are substantially built during the winter.

Preliminary reports up to December 18 indicated that 29,450 dwelling units had passed the first inspection, carried out by Central Mortgage and Housing Corporation to ensure that construction had not proceeded beyond the first floor joist stage at the commencement date of the program. This is just about the same as in 1963, when the number of dwelling units that had passed first inspection on the comparable date was 29,580.

To qualify for the incentive payment, construction of houses under the program must be completed by March 31, 1965, except for seasonal deficiencies such as exterior painting and site improvements.

Last Winter's Program

The program last winter proved to be a most effective means of shifting employment from the summer to the winter months, as well as developing some additional employment in the industry. It is estimated that last winter's program provided employment for 90,000 workers on the construction sites during the winter months and employment for an additional 115,000 workers in the industries manufacturing, transporting and selling building materials.

Predicts 1965 Construction Program Will for 1st Time Exceed \$9 Billion

The President of the Canadian Construction Association has predicted that the construction program for Canada in 1965 will, for the first time on record, go over the \$9-billion mark.

"As we come to the end of 1964, it seems likely that this year's construction program will reach at least \$8.6 billion. This will mean a 12 per cent or more increase in dollar amount over 1963, of which over half will be a physical gain," said Donald H. Jupp in a year-end message and 1965 forecast.

"Because the factors conducive to capital investment are buoyant, so is the construction market. A similar increase should take place in 1965 so the construction program next year should be well over \$9 billion.

"This rise in construction volume will be fairly general across Canada. Local and

provincial construction associations affiliated to the CCA report that none expect a smaller provincial construction program in the year ahead. . .

"The industry is also beefing up its training program at all levels. Courses for apprentices, construction technicians, supervisors and engineers have increased in terms of number, calibre and enrolment across Canada. Some areas where there is a concentration of additional work have experienced manpower shortages or expect to do so. It is more generally the case that there are shortages of skills rather than of manpower. The increased training programs, upgrading, and immigration, more use of the winter months and better utilization of work crews should all make important contributions. Now is an excellent time for young men to commence a construction career."

289,000 Canadians Enrolled in 1964 In Vocational Training Courses

A total of 289,000 persons were enrolled in Canada in the year ending March 31, 1964 in full-time vocational courses operated under the provisions of the federal Technical and Vocational Training Assistance Act. Details relating to these courses are given in a statistical bulletin issued by the Technical and Vocational Training Branch of the Department of Labour, and prepared by the Branch in collaboration with the Education Division of the Dominion Bureau of Statistics.

Of the total number enrolled, 164,420 were students in vocational high schools under Program 1 of the Federal-Provincial Agreements. Some 14,000 were enrolled in full-time post-secondary courses of two years duration or longer in institutes of technology under Program 2.

Courses for Unemployed

About 49,000 were enrolled across Canada in special courses for the unemployed, under the provisions of Program 5; and a further 34,500 were reported as enrolled in full-time trade and other occupational courses in provincial trade schools, private trade schools, business colleges, etc., under Program 3.

An additional 14,151 apprentices (outside of Quebec) were enrolled in full-time classes operating under the Apprenticeship Training Agreement. In Quebec, apprenticeship training is reported under Programs 3 and 5.

In the bulletin, enrolments are classified according to the nature of the course or field of specialization into some 90 categories, ranging from accounting and aeronautics to welding and woodworking.

Committee Urges Increased Efforts To Expand Wintertime Construction

The National Joint Committee on Wintertime Construction last month urged increased efforts to expand further the level of wintertime construction and employment in Canada. Seasonal unemployment was still a serious problem and the increased demand for construction services meant that Canada could not afford the luxury of "Waiting till Spring," the committee said after a meeting in Ottawa.

The committee represents business, architects, consulting engineers, trade unions, contractors and manufacturers. Its members concluded at the meeting that although the prospects this winter were for another rise in the volume of wintertime construction work, there was still considerable scope for better results.

Spot Shortages

Moreover, the buoyancy of the construction market might well result in spot shortages of skilled men and materials next summer. This gave an extra good reason for making maximum use of the winter months to carry out construction.

A more level volume of construction activity throughout the year was the most direct method available of increasing the industry's capacity to meet the increased demands for its services.

Chairman Allan Turner Bone of Montreal listed the following specific areas for action recommended by the National Joint Committee:

—Continued publicity concerning the practical feasibility of carrying out most types of construction work during the winter months. This applied to projects large and small ranging from the commencement of major projects to small repair or renovation jobs around the home.

—Distribution of literature concerning economical wintertime construction techniques in the field of municipal engineering construction work in order to stimulate more activity in this field under the provisions of the Municipal Winter Works Incentive Program.

—Inclusion of multiple-unit housing in future winter-built housing incentive programs.

—Inclusion in the Municipal Winter Works Incentive Program of municipal services that are required to be installed by builders and developers in their projects and which later are incorporated as part of the municipal system. It was noted that this arrangement was becoming more prevalent and it was believed that builders could be

relied on to respond to incentives with alacrity, thereby increasing the amount of winter work.

—Stepped-up research concerning wintertime construction techniques.

CMA Brief Urges Lower Taxes For Individuals, Corporations

Lower corporation and personal income taxes to ensure the continuation of current prosperity were urged by the Canadian Manufacturers' Association in a pre-budget brief last month to the Cabinet. The CMA cited the success of the U.S. tax cut a year ago as good reason for a similar move in Canada.

Helps Provide Employment

The stimulus of such a reduction would, by maintaining a higher level of economic growth, help provide employment for the rapidly growing labour force, the Association delegation said.

"A lowering of tax rates, instead of adding to the federal deficit, would stimulate industry and increase employment, resulting in higher revenues from taxes on profits, incomes and sales of goods."

The CMA said that certain tax incentives should not be used generally as a substitute for needed tax reductions. The tax incentive to promote research should be applicable to all research, not merely increased research.

As it has since the levy was introduced, the Association urged the repeal of the sales tax on production machinery and apparatus. And exemption should be provided in the statute for all articles and materials that enter into the cost of manufacture or production of goods.

Adds to Costs

The effect of the impost, since it became operative in the middle of 1963, has been to penalize Canadian manufacturers by adding to their production costs.

"This has made their position increasingly vulnerable in the face of foreign competition, which does not have to bear this double taxation burden. In the light of the improved revenue position, which is fast moving toward budgetary balance, repeal of the tax would be timely and stimulating."

Pressures to weaken Canada's antidumping laws must be vigorously resisted, the lengthy brief continued. "Without a strong antidumping law, Canadian industry would be entirely at the mercy of the stronger industrialized nations, whose end-of-run surpluses, if dumped into Canada, could seriously disrupt the domestic market beyond all proportion to the actual value of the imports."

Prospects for 1965 Inspire Optimism Tempered with Caution—Sharp

In 1964, Canada's Gross National Product rose by 8 per cent, employment was up by 3.6 per cent, imports increased 21 per cent, and the prospects for 1965 inspire optimism tempered with caution. This was the situation outlined by Hon. Mitchell Sharp, Minister of Trade and Commerce, in his annual year-end report and economic forecast.

The Minister reported that almost every facet of the economy shared in the advancement during the year as the GNP rose 8 per cent over 1963; in real terms, by 6 per cent.

Total industrial production increased by nearly 9 per cent, with gains in all major industrial groups.

The labour situation improved appreciably over the year. Despite more rapid growth in the labour force, new jobs have more than kept pace with new entrants into the labour market.

Total employment was on the average 3.6 per cent higher in 1964 than in 1963. Unemployment was 12 per cent lower. On a seasonally adjusted basis, unemployed persons now comprise less than 5 per cent of the labour force.

The report credits technological advance and other forces with contributing to the more effective use of productive resources, which results in higher real incomes and lower costs. These in turn strengthen the position of Canadian products in both domestic and foreign markets and thereby contribute to expanded sales and more employment.

Residential building increased in value by about one-fifth from 1963 to 1964. The extension of the winter housing bonus for a second season has insured a strong start in this field for 1965.

Export sales increased 21 per cent over the first ten months of 1964, compared with the same period in 1963. The value of exports for the full year is expected to reach \$8.2 billion compared with \$7.0 billion in 1963.

Exports to each of Canada's principal foreign markets increased in 1964. Sales to the United States rose less than total exports but were still up by 12 per cent on the basis of a ten-month comparison.

Canada's balance of payments deficit decreased from \$436,000,000 in the first nine months of 1963 to \$280,000,000 in the same period in 1964.

The international economic outlook for 1965 is generally favourable, though disturbing elements are also present, according to the report.

Looking ahead to 1965, Mr. Sharp foresees:

—Continued growth, but at a slower rate than in 1964;

—A substantial rise of between 10 and 15 per cent over 1964 in capital spending;

—Above average wheat exports, though well below the record levels of the past two years;

—Possibility of a sharper rise in imports than in exports;

—Increased economic activity leading to a larger deficit in external balance of payments.

The Minister warns that periods of economic expansion have traditionally been followed by contraction. The current expansion has already lasted beyond the normal span of a cyclical upswing. "Thus, as growth proceeds, it will be important to avoid the kind of unfounded optimism and speculative excesses that so often in the past have led to maladjustment and decline."

Saskatchewan Second Province To Set Up Women's Bureau

Miss Mary Rocan was appointed last month as supervisor of Saskatchewan's newly-organized women's bureau, a division of the Labour Standards Branch, Department of Labour.

Miss Rocan, a native of Saskatchewan, has been associated in the provincial civil service with labour and welfare matters since 1936, having served as secretary of the Minimum Wage Board, and for the past 12 years as assistant director of the Labour Standards Branch.

This is the second provincial women's bureau to be set up since the establishment of the Women's Bureau in the federal Department of Labour in 1954. Ontario set up a Women's Bureau in 1963.

In Parliament Last Month

(page numbers refer to Hansard)

During December, the House gave second and third reading to a bill to amend the Merchant Seamen Compensation Act. It also concurred in the second report of the special joint committee on the Canada Pension Plan.

On December 18, Bill C-131 to amend the Merchant Seamen Compensation Act (L.G., Nov. 1964, p. 938) was given second and third reading and passed (p. 11345).

On December 17, the House concurred in the second report of the special joint committee of the Senate and the House of Commons on the Canada Pension Plan (p. 11270).

Provincial Hours of Work Legislation

Legal regulation of hours of work has proceeded rather slowly in Canada, in contrast to labour legislation of other types

In contrast to some other types of labour legislation, the legal regulation of hours of work in Canada has proceeded rather slowly.

British Columbia reduced its maximum work week of 48 hours (which it had adopted in 1923) to 44 hours in 1946. Alberta adopted a 48-hour week in 1945, reduced maximum weekly hours to 44 in its four largest cities in 1952, and extended the 44-hour limit to all centres with a population of over 5,000 in 1961. The 48-hour week remains in effect in the remainder of the province.

Saskatchewan introduced a 44-hour week in its first hours of work law, enacted in 1947, but found it necessary to relax the 44-hour standard, permitting a 48-hour week to be worked in the smaller towns and villages, with the result that the 44-hour week applies to approximately 70 per cent of all non-farm wage-earners in the province.

In Manitoba's first hours law, passed in 1949, a 48-hour week was set for men and a 44-hour week for women. This legislation has since its inception been applicable only to the larger and more industrialized centres of the province. Ontario has not moved from the 48-hour week which it put into effect in 1944.

The above summary points up the difficulty that has been encountered in raising the standard of working hours in a law covering almost all industry in the province or a large part of it.

No other province has enacted a general hours of work law. A Nova Scotia Act passed in 1935 was never put into force and the 1933 Quebec law respecting the Limiting of Working Hours, although still on the statute books, remains a dead letter.* The system of decrees in force in Quebec under the Collective Agreement Act plays a significant role in the limitation and control of working hours in that province, and for some classes of workers hours are regulated in Nova Scotia and New Brunswick. There is also authority in the new Minimum Wage Act of Nova Scotia for the Minimum Wage Board to establish in minimum wage orders the regular working period and the maximum number of hours that may be worked regularly in any industry or occupation. Apart from a law governing working hours in shops, there is little regulation of hours in Newfoundland and practically no legal limitation of hours in Prince Edward Island.

This article refers briefly to other statutes that limit working hours but is for the most part a study of the five general hours of work laws in effect in Ontario and the four western provinces. It describes these laws, the standards which they impose, and the circumstances under which exceptions are permitted from the standard. The administrative orders currently in effect under these laws are listed, showing the classes of employment in the various provinces for which it has been found necessary to make exceptions, and the alternative standards prescribed.

* These Acts empowered the administrative authorities to limit hours. The Quebec Act was designed to spread employment.

METHODS OF REGULATING WORKING HOURS

Government regulation of hours of work in Canada takes two different forms. One means of regulation is to set a maximum number of hours per day and per week beyond which an employee must not work. Those provinces that have adopted this type of regulation have found it necessary to provide for exceptions for work that must be carried on outside the limits laid down for employees generally. Ex-

ceptions are authorized in orders or regulations of the administrative board.

Other provinces regulate hours through the requirement that an overtime rate must be paid if work is continued beyond specified daily and weekly hours. In these provinces, too, it has not been found possible to apply the law without exceptions.

GENERAL HOURS OF WORK LAWS

Five provinces have general hours of work laws. Three—Ontario, British Columbia and Alberta—have laws of the type that sets daily and weekly limits on working hours.

Hours are limited in Ontario to 8 in a day and 48 in a week, and in British Columbia to 8 in a day and 44 in a week. In Alberta, the limits are 8 and 44 hours in all centres with a population of more than 5,000, and 8 and 48 hours in the remainder of the province.

Two provinces—Manitoba and Saskatchewan—and the Yukon Territory have laws of the second type. They do not limit the hours which may be worked in a day or in a week but require the payment of one and one-half times the regular rate after a specified number of daily or weekly hours.

To prevent the working of excessively long hours, the Saskatchewan Legislature, which was the first to introduce this type of hours legislation, amended its law in 1958 to enable the Government to limit daily hours to 12 by regulation. To date only one such regulation has been made, applying to highway construction and maintenance.

The Manitoba law, which applies only to the chief industrial areas of the province, requires payment of the overtime (time and one-half) rate after 8 and 48 hours (44 for women).

The Saskatchewan Act requires the payment of the same overtime rate after 8 and 44 hours but, by administrative order, a 48-hour week may be worked in workplaces (other than factories) in the smaller centres before the overtime rate must be paid.

The Labour Provisions Ordinance of the Yukon Territory* requires time and one-half the regular rate to be paid after 8 and 44 hours in shops and after 8 and 48 hours in other employment, except mines, for which 8- and 48-hour limits are set.

An Hours of Work Act in Newfoundland¹, which applies only to shops, is another example of this type of law. It limits working hours of shop employees to 8 in a day and 40 in a week unless one and one-half times the regular rate is paid.

OTHER LEGISLATION RESTRICTING HOURS

In the five provinces with no hours of work law, other types of statutes regulate working hours in certain industries and areas of the province.

Quebec Collective Agreement Act

In Quebec, hours of work are regulated for about 250,000 employees by the extension of the provisions of collective agreements under the Collective Agreement Act. Under this Act, certain terms of a collective agreement, including those dealing with hours and wages, may be made binding on all employers and employees in the industry concerned, provided the parties to the agreement represent a sufficient proportion of the industry.

The standards made binding under this procedure are contained in a decree, which has the force of law. Approximately 105 decrees applying to construction, manufacturing, barbering and hairdressing, commercial establishments and other industries and serv-

ices are in effect. Of these decrees, 15 apply throughout the province, and the remainder to a certain district.

The decrees set a regular work week, to be divided into 5, 5½ or 6 working days, as the case may be. Daily hours must be worked within a fixed period. All hours worked in excess of the regular work week or, in other instances, outside the time limits determined in the decree are to be considered as overtime and paid for at a premium rate. In some decrees the conditions governing overtime work are precisely specified.

For example, the decree relating to the dress industry, which has province-wide jurisdiction, sets a regular work week of 37½ hours, divided into five working days, Monday to Friday, inclusive, from 8 a.m. to 4:30 p.m. with an interval of one hour for lunch. Overtime rates begin after 37½ hours

* R.O.Y.T. 1958, c. 62.

¹ 1963, No 69.

of work. Not more than eight hours of overtime are permitted in each week during the first four working days, and not more than two hours in a day. All work, including overtime, is prohibited after 6:30 p.m. Monday to Thursday and after 4:30 p.m. on Friday. No work may be done on Saturday during four months of the year; during the other eight months work on Saturday may be performed only between 8 a.m. and noon and subject to specified conditions, one of which is prior notification to the Joint Committee charged with the administration of the decree. Work on Sunday is prohibited. The premium overtime rate under this decree is time and one-half the applicable minimum hourly rate.

Although there are many variations from industry to industry and from one region to another, weekly hours set by the decrees generally vary between 40 and 48 hours, and in a substantial number fall between 40 and 44 hours. In the fur trade (retail and wholesale), a standard work week of 36 hours is now in effect. On the other hand, some decrees fix a regular work week of 50 hours or more, e.g., tavern employees, 52 hours; trucking, 50 and 54 hours; building materials, 55 hours; gasoline and service station employees, 54-60 hours. Night watchmen may work 60 or even 72 hours.

Industrial Standards Acts

Industrial standards legislation in six provinces—Newfoundland, Nova Scotia, New Brunswick, Ontario, Saskatchewan and Alberta—provides for a similar system of hour and wage regulation. These laws enable the hours and wages agreed upon at a conference of employers and employees called by the Minister of Labour on petition of employer or employee representatives of an industry to be made obligatory on all persons in the industry in a defined zone, if the Government is satisfied that the participants constitute "a proper and sufficient representation" of the industry. The standards agreed on are set out in an industrial standards schedule, which is given legal effect by Order in Council. In some provinces annual vacation and public holiday provisions also may be included in industrial standards schedules.

The industrial standards Acts have been used most extensively in the building trades, barbering and clothing industries. In Nova Scotia and New Brunswick, they have been applied only to the building trades. The Newfoundland Act was enacted in 1963 and has not yet been given practical effect.

In Ontario, in which wider use of this type of law has been made than in any other province, 152 schedules were in force in 1963, regulating, in designated zones, nine categories

of construction trades, barbering and the retail gasoline service industry. They included also seven schedules covering various categories of the garment industry, fur manufacturing and the manufacture of hard furniture, for each of which the entire province is designated as one zone.

Industrial standards schedules fix regular or standard hours of work, and, in most provinces, state that such hours are to be worked within a fixed period, e.g., between 8 a.m. and 5 p.m. Monday to Friday. For work outside established working periods a premium overtime rate must be paid (frequently time and one-half the minimum rate set by the schedule for a specified number of hours and double time thereafter). In Ontario and Alberta, a permit from the local advisory committee set up to help administer the schedule is usually required for overtime work.

Manitoba Construction Industry Wages Act

In Manitoba, the Construction Industry Wages Act regulates hours as well as wages. It provides for the setting of minimum rates of wages and maximum hours of work at regular rates for employees in the construction industry, on the recommendations of a board equally representative of employers and employees, with a public member as chairman.

A board, in making its recommendations, must take into consideration collective agreements and prevailing wages and hours in the part of the industry under its jurisdiction. (Separate boards have been established for heavy construction projects such as roads and bridges, major building construction projects in Greater Winnipeg and throughout the province, and other rural building construction projects.) The Act applies to private as well as public construction work.

Under the present schedule of wages and hours for the construction industry in Manitoba, a 40- or 42½-hour work week (the maximum number of hours to be worked at straight-time rates) is in effect for most classifications of construction work in the Greater Winnipeg area, and a 48-hour week in the rest of the province.

Workers engaged in public road and bridge work (i.e., done under contract with the provincial Government) in any part of the province except Winnipeg may work a maximum of 120 hours in each two-week period at straight-time rates.

Hours worked in excess of the maximum set in the schedule must be paid for at time and one-half the applicable minimum hourly rate. Double time must be paid for work on Sunday.

Other Laws

In New Brunswick, the Minimum Employment Standards Act, which is applicable to any place of employment other than a private home or a farm, sets limits on the hours which women and boys under 18 may work but does not limit working hours of men. Hours of women and boys under 18 are limited to 9 in a day and 48 in a week, unless special permission to work longer hours is obtained from the Minister of Labour.

There are also provisions limiting hours in some of the factory Acts and in mining legislation. In some provinces (New Brunswick, Ontario and British Columbia), legislation requiring the payment of "fair wages" on public works, i.e., works done under contract with the provincial Government, restricts the hours which workers on such projects may work.

Minimum Wage Orders

There is some indirect control of hours through the application of minimum wage orders, since in all provinces except Saskatchewan the board that establishes minimum rates of wages is also empowered to fix the minimum wage payable for overtime work. In Saskatchewan, all overtime pay requirements are laid down in the Hours of Work Act or orders under it.

A minimum wage order that has considerable significance with regard to working

hours because of its wide coverage is General Minimum Wage Order 4 in Quebec. This is a blanket order applying to all workers in the province except (1) workers governed by decrees (2) farm workers (3) domestic servants and (4) employees covered by other (special) minimum wage orders. Order 4 covers an estimated 800,000 employees.

The minimum rates set by Order 4 apply to a "regular work week" of 48 hours, after which an overtime rate of one and one-half times the *minimum* rate must be paid. The overtime provision is applicable, for the most part, to hourly-rated workers. Workers who are paid a fixed weekly, monthly or yearly wage and whose earnings exceed a specified weekly amount are not entitled to overtime pay.

The minimum wage regulations in Manitoba also are of some importance with regard to working hours because of their application in those parts of the province in which the hours provisions of the Employment Standards Act do not apply. These regulations set standard hours of work of 48 in a week for men and 44 for women, and require payment of time and one-half the *minimum* rate for any time worked in excess of standard hours. These regulations constitute the only control of hours, except with regard to the construction industry, in the areas in which they apply.

COVERAGE OF HOURS OF WORK LAWS AND ADMINISTRATIVE AUTHORITY

All five hours of work laws have a wide application. Two, those of British Columbia and Manitoba, cover the industries named in a Schedule.

Professional workers and managerial personnel are commonly excluded from hours of work legislation. Persons qualified to practise a profession under certain Acts of the Legislature are excluded by regulation in British Columbia and Ontario. In Manitoba, any professional workers qualified to practise under legislation governing the practice of their professions are excepted from the definition of "employee" in the Employment Standards Act. In Alberta, chartered accountants and lawyers, and in Saskatchewan, medical doctors, lawyers and chartered accountants, are excluded by regulation.

The Saskatchewan Act does not apply to employees employed solely in a managerial capacity, and in the event of a dispute the Minister of Labour has exclusive power to determine whether a person is at any time employed in such capacity. Persons holding a position of supervision or management or employed in a confidential capacity are exempted from hours limitations in Alberta, British Columbia and Ontario, and in case of dispute as to whether a person is so employed the decision of the board is final. They are not specifically excluded in Manitoba. Persons employed in family undertakings are excluded in Manitoba and Saskatchewan.

The application of the Acts and the administrative authority in each case are set out below.

<i>Province</i>	<i>Name of Act</i>	<i>Application</i>	<i>Administrative Authority</i>
Alberta	Alberta Labour Act, Part I (R.S.A. 1955, c. 167)	All employment except farm labour and domestic service Municipal constables excluded	Board of Industrial Relations
British Columbia	Hours of Work Act (R.S.B.C. 1960, c. 182)	Applies to industries in Schedule, including mining, manufacturing, ship-building, electrical works, logging, construction, barbering, mercantile, baking, catering, Christmas tree industry, elevator operators, hotel clerks, truck drivers, bus operators, stationary steam engineers, bartenders, cemetery workers	Board of Industrial Relations
Ontario	Hours of Work and Vacations with Pay Act (R.S.O. 1960, c. 181)	Industrial undertakings Funeral directing, farming, horticulture, domestic service, commercial fishing, municipal firemen, salesmen, professional workers and a few other occupations excluded	Industry and Labour Board
Manitoba	Employment Standards Act, Part III (1957, c. 20) applies to chief industrial areas of the province†	Applies to industries in Schedule, including mining, manufacturing, barbering, hairdressing, offices, mercantile, insurance, baking, milk processing and distribution, catering, road transport, elevator operators, hotel clerks Municipal and other public bodies and travelling salesmen excluded	Manitoba Labour Board*
Saskatchewan	Hours of Work Act (1959, c. 98)	Most employment Farming, ranching, market gardening, domestic service and municipal firemen excluded	Labour Standards Branch of the Department of Labour

*The Board's duties are limited for the most part to the granting of exemptions from the overtime pay requirement. Enforcement of the hours provisions of the Act (Sections 27, 28 and 29) is not a responsibility of the Department of Labour or of the Board. These provisions give rise to civil action only.

†Greater Winnipeg area, Brandon, Portage la Prairie, Flin Flon, Selkirk, and the Local Government Districts of Snow Lake, Lynn Lake and Mystery Lake.

POWER OF ADMINISTRATIVE BOARDS TO MAKE EXCEPTIONS MAXIMUM HOURS LAWS

The three laws that set daily and weekly limits on working hours provide for exceptions in certain circumstances. In so doing, they recognize the need for some flexibility, in the manner of the first International Labour Convention on hours of work, the Hours of Work (Industry) Convention, adopted in 1919. (This was also the first Convention the International Labour Organization adopted). In their provisions authorizing exceptions, the British Columbia and Alberta laws, which were enacted in 1923 and 1936, respectively, follow the wording of the Convention.

British Columbia

In British Columbia, the Board of Industrial Relations has authority to make regulations permitting exceptions from the 8- and 44-hour limits set by the Act in case of preparatory or complementary work (see the order permitting engineers, firemen, oilers or greasers to work one additional hour a day), work which is essentially seasonal or intermittent, and work which must be carried on continuously by a succession of shifts.

Temporary exceptions may be allowed (also by regulation) to permit employers to

deal with exceptional cases of pressure of work.

The Board is required to fix the maximum additional hours that may be worked in each case.

In making orders under this authority, the Board has taken into consideration the nature and location of the work—it has, for instance, set limits of 10 and 52 hours for work in resort hotels in unorganized territory during the summer season—and in a number of instances has permitted the averaging of hours, thus providing for some variation from week to week. Hours of workers in the logging industry, in drug stores and in retail florists' shops may be averaged over a period of two successive weeks; the order for milk delivery men permits averaging over a period of seven weeks. The latter order and the order for drug stores, however, permit averaging subject to specified daily and weekly limits.

Delivery men in the baking industry are exempted from the daily limit and, as in a number of other provinces, shop workers are permitted to work an 11-hour day on one day of the week. The latter order applies to shops outside the larger centres. In both these instances the adjustment permitted in daily

hours must be made within the weekly limit of 44 hours.

The Board has permitted some classes of workers to work *such hours in addition to the 8 and 44 imposed by the Act as may be necessary* to meet the requirements of the industry. Both bus operators and truck drivers are in this category. Workers engaged in emergency repairs are allowed such hours as (but not more than) may be necessary to prevent serious loss to, or interruption in the operation of, the undertaking.

Two orders relate to seasonal work. Persons employed in the lithographing industry and those employed in the manufacture of wooden containers for the shipment of fish, fruit and vegetables may during the busy season work such hours in excess of 8 and 44 as may be necessary from time to time to fill urgent orders.

In the trucking industry, instead of attempting to enforce restrictions on hours, the Board requires the payment of progressive overtime rates of pay as a penalty for working hours in excess of specified limits. These requirements, which are laid down in a minimum wage order for the industry, are that time and one-half the regular rate must be paid for the first 2½ hours or less worked in excess of 8½ hours in a day, and double time after 11 hours. If overtime is not calculated on a daily basis, time and one-half must be paid after 47 hours in a week.* There is also provision for the Board to vary the overtime rates of pay and to permit other arrangements (e.g., to meet the conditions of the "long distance haul" or to provide payment by the mile, ton or trip) by approving the relevant terms of a collective agreement.

Bus drivers are permitted to work such hours in excess of 8 and 44 as may be necessary to meet the requirements of public transportation, and, under the terms of the minimum wage order governing this occupation, must be paid time and one-half their regular rate after 8½ hours in a day or, where daily hours do not exceed 8½, after 47 hours in a week. The overtime rate is not payable for the waiting time of a bus operator when occupied on special trips, charter trips, excursions or overloads, for lay-over time or for any waiting time resulting from some factor beyond the employer's control.

Workers engaged in certain occupations in the logging industry (maintenance and preparatory work necessary to prevent interruption of normal production schedules); most employees in fish-processing (except

office employees, guards, fire wardens, store clerks, stockroom men or commissary men and oil station attendants in organized territory); and workers in cook and bunk houses in connection with an industrial undertaking in unorganized territory are exempted from the hours limits set by the Act. Though their hours of work are unrestricted, these workers (with some exceptions) are subject to overtime pay requirements. Employees in cook and bunk-house occupations are entitled to payment of overtime on a monthly rather than the usual daily and weekly basis. These employees must be paid time and one-half after 191 hours in a month.

An undertaking or class of undertakings may be wholly or partly exempted from the Act. An exemption may be seasonal or year-round. Fruit and vegetable canning, geophysical exploration, pipeline construction, oil well drilling and service industries, and the grass dehydration industry have been so exempted. Except for grass dehydration, each of these industries is subject to the overtime pay requirements of the appropriate minimum wage order. Workers engaged in geophysical exploration must be paid the overtime rate after 191 hours in a month.

Fresh fruit and vegetable processing is another example of an industry that has been subject to the payment of progressive overtime rates (time and one-half for the first 2 hours after 9 in a day, double time after 11 hours, and, where overtime is not paid on a daily basis, time and one-half after 54 hours in a week). These overtime rates have been applicable during the summer season only. A new minimum wage order effective on July 2, 1965, will, however, change the overtime pay conditions for this industry, requiring the overtime rate to be paid throughout the year after 8 hours in a day or 48 hours in a week.

Professional workers and commercial travellers also are exempted from the operation of the Act.

The British Columbia Act has, in addition, a provision enabling the board by *written individual permit* to allow extra working hours "to overcome emergent conditions that may arise from time to time," provided such extra hours are not inimical to the interests of the employee. Temporary exemption permits are issued only on clear indication of their necessity, and the Board must be satisfied that the additional working hours applied for will not be more than will suffice for the extra pressure of work. In order that strict control may be kept over the working of

* Under the authority of the Male Minimum Wage Act, the Board has set the same overtime rates for ambulance drivers and attendants in Vancouver, Victoria and their environs and New Westminster, an occupation not subject to the Hours of Work Act.

overtime, permits issued by departmental Industrial Relations Officers stationed in parts of the province outside Vancouver and Victoria may cover a period not longer than two weeks.

The Act provides also that, in exceptional cases where it is recognized that 8- and 44-hour limits cannot be applied, collective agreement provisions concerning daily and/or weekly hours may be given the force of regulations by the Board (i.e., permitted in lieu of the standards in the Act), provided *average* weekly hours over the number of weeks covered by the agreement do not exceed 44.

Although 44 hours remain the maximum work week in British Columbia, except with a permit or where an hours of work regulation permits longer hours, it is significant to note that the 40-hour standard is increasingly becoming the point after which the overtime rate must be paid.

This is being effected through the Board's power to set an overtime rate in minimum wage orders. Both the Hours of Work Act and the Minimum Wage Acts are administered by the Board of Industrial Relations. Where the Board, exercising authority conferred on it by the Hours of Work Act, permits the working hours of an employee to exceed the statutory limits, it may make an order under the Minimum Wage Acts fixing the minimum wage to be paid for the overtime. As indicated above, the overtime rate established by the Board has been time and one-half the *regular* rate.

Until 1953 the Board had authority only to fix an overtime rate payable after 44 hours. Amendments made in that year, however, gave the Board power to set an overtime rate payable after a lesser number of weekly hours than 44. The amendments enabled the Board to establish uniform working conditions throughout an industry. Previously, large numbers of employees covered by collective agreements had enjoyed a work week of 40 hours or less, while other employees not protected by such agreements worked a 44-hour week. Under its new authority, the Board instituted a policy of requiring the overtime rate to be paid after 8 and 40 hours.

Payment of the overtime rate after 8 and 40 hours was required in pipeline construction, oil well drilling and service industries in 1956 and in shipbuilding and the construction industry in 1960. The 40-hour standard work week now applies also in factories, shops, offices, hotels and catering (including resort hotels), laundries, fish processing, and the funeral service business, to elevator operators, machinists and moulders, and to the refrigeration and sheet metal trades and from January 2, 1965 will apply to stationary steam engineers and to the mining industry.

Although a 44-hour week still obtains as the point at which the overtime rate is payable in a considerable number of orders, the Board's policy appears to be that the punitive rate is to be paid after 40 hours wherever conditions permit, with the aim of encouraging employers to reduce the work week to 40 hours.

Alberta

In its substantive provision regarding hours of work, the Alberta Labour Act limits the working hours of an employee in any industry to 8 in a day and 48 in a week of not more than six working days.

Because it was anticipated that a reduction in these limits might be practicable at a later date, the Act permits the administrative board—Board of Industrial Relations—after an inquiry to set a lower maximum work-day and work-week than those prescribed in the Act. Under this authority, limits of 8 and 44 hours were set by administrative order in 1952 for the chief urban centres of the province. The coverage of this order was extended in 1961 to all centres with a population of over 5,000. To make for flexibility, it is provided in the order that, where a 44-hour limit is impractical, weekly hours may be averaged over a consecutive four-week period, so long as not more than 48 hours are worked in any one week. In the rest of the province the 8- and 48-hour limits set by the Act apply.

Under the same authority, the Board has set a lower maximum work week for a few industries, e.g., 40 hours for breweries (excluding office staff) throughout the province and 40 hours for the foundry industry in the City of Calgary.

In addition to making orders setting a lower maximum than 48 hours for any employment, the Alberta Board, with the approval of the Lieutenant-Governor in Council, may make orders providing for permanent or temporary exceptions from the limits prescribed. The section permitting exceptions (for seasonal or intermittent work, in exceptional cases of pressure of work, and for continuous processes requiring a succession of shifts) is similar to that contained in the British Columbia Act and described above. All exceptions granted must be gazetted and on publication have the same effect as if incorporated in the Act.

Further, the Board has power, after inquiry and with the approval of the Lieutenant-Governor in Council, to exempt an industry in whole or in part from the operation of Part I (Hours of Work). As in British Columbia, the Board may grant an exemption on a permanent basis or during the busy season.

Since the Alberta Labour Act is an omnibus Act covering minimum wages and numerous other matters as well as hours of work, the Board of Industrial Relations, which is responsible for the administration of the whole Act, is able, in making an order, to exempt a class of workers both from the hours limitations of Part I and from the overtime pay requirements prescribed by and under Part II (Minimum Wages). Most of the Board's orders granting exemptions are both hours of work and minimum wage orders.

Under Part II, the Board has authority to fix the minimum wage payable for "overtime," which is defined as time worked by an employee in excess of 9 hours in a day and 48 hours in a week, or in excess of any lesser number of daily or weekly hours prescribed by the Board under Part I. The Board in its general minimum wage orders has fixed the minimum wage payable for overtime as not less than time and one-half the *regular* rate.

The Board has made special orders for a considerable number of industries, permitting them to work a fixed number of hours in excess of the limits prescribed and at the same time exempting the employers concerned from the requirement to pay the (time and one-half) overtime rate for such extra hours.

Such orders cover truck drivers outside of cities (who are allowed to work 10 and 50 hours at straight-time rates), taxi drivers, and ambulance drivers and attendants (both classes may work 10 and 60 hours at straight time). Other orders cover highway construction, logging and sawmills in rural areas, cooks, night watchmen, etc., in work camps, geophysical exploration, land surveying and the oil well service industry, all of which are permitted to work 208 hours in a month at straight time, with or without a daily limit, depending on the order.

Some classes of employees (various categories of salesmen, chartered accountants and lawyers, and persons in certain job classifications in the geophysical exploration, oil well service and land surveying industries) are exempted altogether from hours limitations and the overtime pay requirement.

In its order for the pipeline construction industry, the Board took into consideration both the part of the industry that was organized and the part that was not. The intent of the Board was that the statutory hours of work should apply unless a collective agreement had been entered into establishing a 40-hour week, in which case the hours of work established by the agreement would

become the normal hours of work for purposes of the order. Thus the order sets as normal hours of work either 8 and 48 or the hours fixed by a collective agreement where such hours are 40 in a week and a daily maximum in excess of 8. Time worked in excess of 9 or 48 hours, whichever is greater, or in excess of the hours established by collective agreement, must be paid for at time and one-half the regular rate.

Ontario

In Ontario, the working hours of an employee in an industrial undertaking may not exceed 8 in a day and 48 in a week.

The Industry and Labour Board, which administers the Hours of Work and Vacations with Pay Act, may, by regulation, subject to the approval of the Lieutenant-Governor in Council, prescribe industrial undertakings or branches of undertakings in which the maximum hours permitted by the Act may be exceeded and may fix the extent of such excess.

The regulations under the Act are of general application and limit overtime to 100 hours in each year for each employee. To work such overtime, however, specific authorization must be obtained from the Board. Greater leeway is granted to engineers, watchmen, firemen, shippers and other persons engaged in non-productive work, who may, with board approval, work 12 hours' overtime in each week.

The Board may also authorize extended working hours in an undertaking where in its opinion the nature of the work or the perishable nature of the raw material being processed, as in the case of the fruit and vegetable industry, makes the working of overtime necessary.

For drivers in the highway transportation industry engaged in interurban operations, and for other employees in the industry such as maintenance men and shippers, the Board has authorized a maximum of 12 hours of overtime in a week in addition to the general maximum of 48, making a total of 60 hours. The same exemption has been granted for the municipal transportation industry.

An amendment to the Act in 1964 set a limit of six hours in a week on the overtime which may be worked by young persons under 18 (i.e., total working hours of not more than 54 in a week), and the Board was empowered to fix the minimum rate of wages payable for such overtime.

At present there is no legal requirement in Ontario with regard to the payment of a premium rate for overtime work.

STANDARD HOURS LAWS

The Manitoba and Saskatchewan laws also provide for exceptions. These laws set stand- and hours as opposed to maximum hours. Working hours are not restricted other than through the requirement to pay a penalty rate after specified hours.

The same principle is followed in some United States legislation, including the federal Fair Labor Standards Act. This type of hours regulation was based on the theory that the time and one-half overtime rate would be a sufficient financial penalty to eliminate overtime work except where it was strictly necessary. This method also entails less administrative work in that there is no necessity to grant overtime permits.

The Saskatchewan Legislature appears to have found, however, that some further measure of control was necessary, since it enacted an amendment enabling the Government to set a daily limit of 12 hours, where necessary. This power has been used to restrict daily hours in highway construction and maintenance.

The Manitoba law applies to scheduled employments and makes no provision for the exemption of an industry or undertaking from the overtime pay requirement. It does, however, permit working hours to be varied in certain circumstances without payment of the overtime rate. The number of applications for exemptions has lessened in recent years, indicating that employers have adjusted to the requirements of the Act.

The Saskatchewan law provides for both full and partial exemptions from the requirement to pay the overtime rate. Both complete and partial exemptions have been granted, the latter allowing hours in excess of 44 to be worked before the overtime rate applies. Some relaxation of the 44-hour week standard has been permitted in the smaller communities, and in a number of special occupations, some of them seasonal. Workers in such workplaces as hotels, restaurants, garages, hospitals, nursing homes and educational institutions in all areas other than the cities are permitted to work a 48-hour week before the overtime rate must be paid.

Saskatchewan

The Saskatchewan Hours of Work Act, as enacted in 1947, provided that no employee was to be required or permitted to work for more than 8 hours in a day or 44 hours in a week, unless he was paid time and one-half his regular rate for any time worked after the hours specified. It provided also for the maintenance of take-home pay when hours were reduced in order to comply with the Act.

The Act originally was not made applicable to all areas of the province. It was applied at first to all workplaces in cities, to offices

and shops in towns and villages with a population of more than 500, and to factories anywhere in the province. Coverage was further extended in 1949 and 1951, and the Act was made applicable to the entire province in 1953.

It was not found practicable, however, to apply a generalized 44-hour week standard, and, as coverage was extended to the smaller towns and villages of the province, regulations were made permitting workers in workplaces in the smaller centres (other than factories) to work 48 hours in a week before the overtime rate applied. Subject to the exceptions noted below, at the present time the 44-hour week is in force in the 11 cities, in offices and shops in 71 larger towns and villages, and in factories throughout the province. Elsewhere the 48-hour week is in effect.

Not included as "factories" are creameries, garages and blacksmith or machine shops used chiefly for the repair or servicing of farm machinery. "Shops" include barber shops, beauty parlours, and dry cleaning or dyeing establishments but not places where farm machinery is sold.

By administrative order, all the area of the province north of Township 62, except for the village of La Ronge, the Town of Creighton and the municipal district of Uranium City, was exempted from the Act.

As in other provinces, the Act recognizes the necessity of providing for some variation from the standards laid down. The Lieutenant-Governor in Council is given authority to exempt any class of employment from the Act or to relax the provisions of the Act, subject to specified conditions, for seasonal or other industries.

The Lieutenant-Governor in Council has entirely exempted certain classes of employment from the Act, with the result that these classes have no entitlement to overtime pay. Classes entirely exempt include certain professional workers; milk, bread and soft drink salesmen; certain construction workers; workers in the logging industry; employees engaged in fishing and preparing fish for market; caretakers in residential buildings; employees in the geophysical and seismographical industry; and commercial travellers.

In addition to the general exemptions authorizing a 48-hour week in the smaller centres and an exemption permitting a 48-hour week for transmission pipeline construction, exceptions have been permitted for certain classes of workers, and the method most often employed is the averaging of working hours over a specified period. A number of these orders apply to a particular class of employees in one city, e.g., the public transportation (bus) system of the City of Regina.

Certain daily newspaper employees in cities (editorial, reporting and advertising staff, supervisors of delivery boys) are permitted to average the 44-hour week over a month. An employee's monthly hours of work are calculated by multiplying 7 hours and 20 minutes by the number of days worked in the month.

Oil truck drivers may average their working hours over a year. Thus hours in excess of 44 worked in the busy season may be offset by lesser weekly hours worked in the slack season. The number of hours of overtime that has accumulated to the credit of a driver is to be calculated by the employer on July 1, and overtime remuneration paid within 30 days from that date.

In certain seasonal work (employees of swimming pools and skating rinks in various cities) hours may be averaged over a period of two consecutive weeks or, in one case, a month.

Public transportation employees in Regina are permitted to work a nine-hour day and 192 hours in a month before the overtime rate applies.

Employees of the civic arena operated by the City of North Battleford are, in effect, allowed to average the 44-hour week over a year. For six months (October 15-April 15) they may work a nine-hour day and a total of 96 hours in two consecutive weeks, and for the rest of the year an 8-hour day and 40-hour week, before the overtime rate applies.

To take care of the situation where shops remain open on one night a week, shop employees are allowed to work up to 11 hours on one day in the week, without overtime, provided they do not work more than 8 hours on any other day or more than 44 hours in the week. This order applies in towns and cities with a population between 500 and 10,000.

The Act makes provision also for a special arrangement of hours, without payment of the overtime rate, where shift work is involved. The Minister of Labour may, to facilitate the rotation of shifts, authorize the averaging of the 8-hour day and 44-hour week over a prescribed number of weeks. Such an arrangement would allow, e.g., the working of alternate work weeks of 48 and 40 hours.

The Lieutenant-Governor in Council has power to declare that the Act will again apply to an industry, occupation or class of workers previously excluded, in whole or in part.

Some conditional exemptions have been removed and the 44-hour week re-established in a number of cases.

Manitoba

In Manitoba, shop employees may be required to work up to 11 hours in a day on one or more fixed days in a week, without being paid at the overtime (time and one-half) rate, so long as weekly hours remain within the standard prescribed by the Act (48 hours for men, 44 for women).

As in Saskatchewan, longer hours may be worked, without the payment of overtime rates, to facilitate shift operations, provided the average hours worked over a specified number of weeks do not exceed 48 or 44, as the case may be. In such cases, authorization must be obtained from the Manitoba Labour Board, which has certain administrative functions under Part III of the Employment Standards Act—Hours and Conditions of Work.*

The Board may also, on application, exempt an employer from the obligation to pay men and women overtime rates on a different basis when both sexes are employed in the same classification and on substantially the same work. The employer in such cases may be allowed to pay women employees overtime rates after 48 hours instead of after 44 hours in a week.

Where, in the Board's opinion, it is not feasible or reasonable to apply the hours provisions of the Act to an industry or branch of an industry, it may, by order, set such daily, weekly or monthly hours as may seem appropriate, taking into account any existing custom or agreement.

Comparatively few exceptions have been allowed in Manitoba. The 1962 and 1963 Annual Reports of the Manitoba Department of Labour do not report the granting of any modifications from the overtime provisions of the Act. This may be due in part to the fact that the Act applies only to the chief industrial centres of the province, where a considerable degree of trade union organization exists, and in which a higher standard of hours than that laid down in the Act may be presumed to have been attained.

A detailed listing of exceptions permitted by administrative order follows. The general standards imposed by the Acts are again stated for purposes of comparison.

* See table page 12.

EXCEPTIONS PERMITTED BY ADMINISTRATIVE ORDER

Province	General Limits on Working Hours	Exceptions
British Columbia 8, 44	<i>Daily Limit May Be Exceeded</i>	
	Lumbering, night shift (sawmills, planing mills and shingle mills): 44 hours in 5 nights, but not more than 9 hours in a night. Regulation No. 2	
	Engineers or operators, firemen, and oilers or greasers (where there is only one shift of such workers): 1 hour a day for preparatory or complementary work. Regulation No. 4B	
	Mercantile industry (Vancouver, Victoria and their environs and New Westminster excepted): 3 hours on one day of each week (either Friday or Saturday) and on the day preceding a statutory holiday which occurs on a Saturday, but not more than 44 hours in a week. Regulation No. 29B	
	Mercantile industry (annual Christmas exemption): 2 hours on any two days during the Christmas season. Christmas, 1963, Temporary	
	Bakery salesmen (delivery men): no daily limit but weekly hours not to exceed 44. Regulation No. 17	
	<i>Weekly Limit May Be Exceeded</i>	
	Logging industry: 88 hours in two successive weeks (permits averaging) but not more than 8 hours in a day. Regulation No. 41	
	Retail florists: 88 hours in two successive weeks. Regulation No. 19	
	<i>Daily and Weekly Limits May Be Exceeded</i>	
	Milk delivery men: 59 hours in a week, provided that, over a period of 7 weeks, a driver does not work more than 350 hours or more than 10 hours in a day. Regulation No. 23B	
	Resort hotels in unorganized territory June 1—September 30: 10,52. Regulation No. 45	
	Drug stores (registered apprentices, certified clerks and licentiates of pharmacy): 88 hours in two successive weeks but daily hours not to exceed 9 and weekly hours not to exceed 48. Regulation No. 16F	
	<i>Permitted to Work Such Hours in Excess of 8 and 44 as are Necessary</i> (No actual limits imposed)	
	Lithographing industry May-October, inclusive. Regulation No. 10	
	Manufacture of wooden containers for shipment of fish, fruit, or vegetables June-September, inclusive. Regulation No. 7	
	Truck drivers. Regulation No. 23A	
	Bus operators. Regulation No. 1A	
	Workers engaged in emergency repairs. Regulation No. 6	
	<i>Exempted from Hours Limits (Section 3)</i>	
	Certain occupations in logging. Fish-processing (not office employees, store clerks, etc.). Cook and bunk-house occupations in unorganized territory. Regulation No. 3	
	Fresh fruit and vegetable industry. Regulation No. 21	
	<i>Exempted from Act</i>	
	Grass dehydration industry April 1-September 30 (not office employees). Regulation No. 35	
	Geophysical exploration. Regulation No. 40	
	Pipeline construction, oil well drilling and service industries. Regulation No. 42	
	Commercial travellers. Regulation No. 39	
	Professional workers. Regulation No. 44	

EXCEPTIONS PERMITTED BY ADMINISTRATIVE ORDER—Continued

Province	General Limits on Working Hours	Exceptions
Alberta 8, 44 (centres over 5,000 population)	<i>Exempted from both Hours Limits and Overtime (Time and One-Half) Pay Requirement</i> (Hours which may be worked at straight-time rates)*	
8, 48 (rest of prov- ince)	Ambulance drivers and attendants (operating in or out of Edmonton, Calgary and Lethbridge): 10, 60. Order No. 34	
	Taxicab drivers: 10, 60. Order No. 30	
	Truck drivers (excluding those operating solely within a city): 10, 50. Order No. 20	
	Cooks, night watchmen, etc., in lumbering and work camps: 10, 208 (10 in a day, 208 in a month). Order No. 13	
	Logging and sawmill employees November 1-March 31, or, with approval of board, June 1-October 31: 9, 208. Order No. 12	
	Geophysical exploration (field) employees: 208. Order No. 10.	
	Land surveying (field) employees: 208. Order No. 24	
	Oil well service (field) employees: 208. Order No. 29	
	Highway construction employees: 10, 208. Order No. 7	
	Irrigation projects April 1-November 30: 9, 54. Alta. Reg. 383/57	
	<i>Exempted from Hours Limits but not from Overtime Pay Requirement</i>	
	Garage mechanics and service station employees in national parks May 15-September 30: 10, 60. Order No. 11	
	Grain elevator repair crews April 1-October 31: no limits imposed. Order No. 14	
	<i>No Restrictions on Hours and No Entitlement to Overtime Rate</i>	
	Chartered accountants and lawyers. Order No. 27	
	Commercial travellers and car and machinery salesmen. Order No. 25	
	Insurance agents, real estate and security salesmen (exempted from Parts I and II). Order No. 26	
	Employees engaged in road construction for a rural municipality. Order No. 31	
	Certain classifications in oil well service, land surveying and geophysical exploration (the latter excluded from Part I.) Order Nos. 29, 24 and 10	
	Social welfare workers, probation officers, dairy inspectors, etc.† Order No. 33	
	<i>Employees for Whom Board Has Fixed Lower Maximum Hours than 48</i>	
	Brewery employees, male (not office staff): 8, 40. Order No. 37	
	Foundry employees in Calgary: 8, 40. Order No. 16	
	Hotel employees, licensed premises in specified cities and towns: 8, 44. Order No. 36	
	Pipeline construction employees: 8, 48 or hours fixed by collective agreement (40 and a daily maximum in excess of 8). Order No. 18	
Ontario 8, 48	Engineers, watchmen, firemen, shippers and other persons engaged in non-productive work: 12 hours in each week (board approval required). All other employees: 100 hours in each year (board approval required). Regulation No. 241	
	Highway transportation industry (drivers, maintenance men, shippers, etc.): 12 hours in each week in excess of 48. Blanket approval granted July 1, 1950	
	Municipal transportation industry (engineers, firemen, watchmen or on shop or track maintenance): 12 hours in each week in excess of 48. Blanket approval granted January 2, 1948	

*Time and one-half the regular rate must be paid for any hours worked after these limits.

†These employees must be granted 1½ hours off duty at regular pay for every hour of overtime worked.

EXCEPTIONS PERMITTED BY ADMINISTRATIVE ORDER—*Concluded*

<i>Province</i>	<i>General Limits on Working Hours</i>	<i>Exceptions</i>
Saskatchewan	No limits if one and one-half times the regular rate is paid after 8 and 44 hours (48 hours in smaller centres)	<p><i>Full Exemption from the Act</i></p> <p>Chartered accountants and students in accountancy in any locality in which there is no office of a practising public accountant. O.C. 1197/55</p> <p>Medical doctors, interns, lawyers and students at law.</p> <p>Milk, bread and soft drink salesmen paid wholly or partly by commission.</p> <p>Highway construction employees.</p> <p>Employees engaged in the construction of irrigation projects (not office staff).</p> <p>Employees in the logging industry (not including office staff and workers in a sawmill or planing mill).</p> <p>Employees engaged in fishing and preparing fish for market.</p> <p>Commercial travellers.</p> <p>Caretakers in residential buildings.</p> <p>Employees in the geophysical and seismographical industry (not office staff). O.C. 1204/55</p> <p>Persons employed solely on road construction or maintenance for a rural municipality. O.C. 790/58</p> <p>Larger school units and persons engaged solely in repair and construction of school buildings in areas other than the cities and (55) larger towns and villages. O.C. 796/59</p> <p>Persons employed in northern area of province north of Township 62, except in village of La Ronge, town of Creighton and municipal district of Uranium City. O.C. 674/58</p> <p><i>Hours Permitted before Overtime Rate Applies</i></p> <p>Shops in 5 smaller cities and 71 towns and villages: 11-hour day on one day of the week, with not more than 8 hours on other days and weekly 44 hours to be observed. O.C. 2032/62</p> <p>Offices and shops in places other than the cities and 71 towns and villages: 48-hour week permitted. O.C. 2031/62 and O.C. 2032/62</p> <p>Workplaces <i>other than offices, shops and factories</i> in all areas other than the cities: 48-hour week permitted. O.C. 1837/55</p> <p>Transmission pipeline construction: 48-hour week permitted. O.C. 1199/55</p> <p>Daily newspaper employees in cities: 44-hour week may be averaged over a month. O.C. 1203/55</p> <p>Oil truckers: 44-hour week may be averaged over a year. O.C. 1207/55</p> <p>Employees of swimming pools (4 cities): 44-hour week may be averaged for two consecutive weeks. O.C. 479/57, O.C. 71/58 and O.C. 1467/60</p> <p>Employees of skating rinks (Prince Albert): 44-hour week may be averaged for two consecutive weeks. O.C. 70/58</p> <p>Employees of skating rinks (Saskatoon): 44-hour week may be averaged over a month. O.C. 1202/55</p> <p>Public transportation employees (Regina): 9-hour day and 192 hours in a month permitted. O.C. 1200/55</p> <p>Beauty culture employees (Saskatoon): 9-hour day and 44-hour week permitted. O.C. 1211/61</p> <p>Employees of civic arena (North Battleford): 9-hour day and 96 hours in two consecutive weeks for six months; 8-hour day and 40-hour week for rest of year. O.C. 435/63</p>
Manitoba	No limits in chief industrial areas of the province if one and one-half times the regular rate is paid after 8, 48 hours (men) and 8, 44 hours (women)	<p><i>Limits on Overtime Work of Women</i></p> <p>3 hours in a day‡</p> <p>12 hours in a week‡</p> <p>24 hours in a month‡</p>

‡Under minimum wage orders (30/60). Applies anywhere in province.

OTHER PERMITTED VARIATIONS FROM DAILY AND WEEKLY HOURS

Extended Daily Hours to Permit a 5- or 5½-Day Week

In all five provinces daily hours may be increased (in Manitoba and Saskatchewan, without payment of overtime rates) to provide for a 5- or 5½-day week, so long as weekly hours are not exceeded.

In Alberta, a nine-hour day may be worked without reference to the Board, but to work longer daily hours Board approval must be obtained. In British Columbia, a nine-hour day is permitted if hours are scheduled by collective agreement. In Saskatchewan, an employer may establish a working schedule in which not more than nine hours are worked in a day by agreement with a majority of his employees and with the permission of the Minister of Labour. In Ontario and Manitoba, there is provision for working a nine-hour day or longer. Daily hours in excess of eight may be worked in Ontario with the authorization of the Board, and in Manitoba with the approval of the Board or by virtue of a collective agreement.

Working Hours in Emergencies

Except in Saskatchewan, maximum working hours (in Manitoba, the maximum number of hours to be worked at regular rates) may be exceeded in emergencies, e.g., in case of accident, a breakdown in machinery or some circumstances beyond human control, but only to the extent necessary to avoid serious interference with the ordinary working of the undertaking. The employer is required to report such emergency work to the Board, stating the reasons for it, within a specified time (15 or 30 days, as the case may be). In Saskatchewan, if the employer considers that overtime is necessary in case of emergency, he must pay the overtime rate.

Split Shifts

In British Columbia, with some exceptions, working hours of employees in "industrial undertakings" (listed in the Schedule to the Act) who work on a split shift must be confined within the 12-hour period immediately following commencement of work.

Exceptions are: Bartenders, waiters and utility men in licensed premises: 13 hours. Hostlers in logging industry: 16 hours.

In Alberta, in places with a population of more than 5,000, working hours must be confined within the 10 hours immediately following commencement of work. Elsewhere in the province working hours must be confined within a 12-hour period.

Exceptions are:

Ambulance drivers and attendants: 12 hours; those employed between 6 p.m. and 8 a.m.: 14 hours

Taxicab drivers: 12 hours

Truck drivers: 12 hours

Hotel employees, licensed part of premises: 9 hours

Employees in summer resorts, and provincial and national parks June 1-September 30: exempted from split-shift provisions

In Saskatchewan, split-shift provisions apply in hotels, restaurants, educational institutions, hospitals and nursing homes. In such workplaces, a period of not more than 12 hours may elapse between commencement and termination of work, and an employee may not be required to report on more than two occasions in that period. These provisions are contained in minimum wage orders.

The only requirement regarding split shifts in Ontario is that the daily work period or periods of workers in restaurants must be confined within 12 hours following commencement of work.

There are no provisions regarding split shifts in the hours legislation of Manitoba.

ADMINISTRATION

In Alberta, British Columbia, Ontario and Saskatchewan, employers are required to keep hours of work records, which are subject to inspection by departmental inspectors. The Manitoba Employment Standards Act requires an employer to maintain hours, wage and vacation records "unless the Minister authorizes him in writing to dispense therewith" but it is specifically stated that the Minister of Labour is not responsible for the enforcement of the hours of work provisions of the Act. The recourse available, therefore, in that province to an employee who claims that he has not been paid overtime remuneration in accordance with the terms of the Act is to take court action against his employer under the Wages Recovery Act.

In the other four provinces charges may be laid against an employer for employing a person or permitting him to work contrary to the Act or regulations, and, if convicted, he is subject to a fine. In Alberta, British Columbia and Saskatchewan, the court has authority not only to impose a fine but also to order the employer to pay the amount of overtime wages owing to the employee.

In Saskatchewan, Alberta and British Columbia, unpaid overtime remuneration is usually collected, however, without resort to court action. In Saskatchewan, inspectors are authorized, when underpayment is disclosed, to determine the amount of wages owing under the Act, and, if the amount is agreed to in writing by the employer and the employee, to arrange for the payment of this amount forthwith to the Deputy Minister, who in turn pays the money to the employee. An employer who complies with this provision is not liable to prosecution. This procedure

is specifically provided for in the Hours of Work Act and also in other Saskatchewan labour standards laws.

The Alberta Board of Industrial Relations has authority to collect any payment due for overtime or any arrears of wages on behalf

of employees, and the Board of Industrial Relations in British Columbia has similar power under the Payment of Wages Act. Considerable amounts of overtime pay are collected annually on behalf of employees in all three provinces.

National Conference on Labour-Management Relations

Convened by the Economic Council of Canada, two-day meeting is attended by 150 leaders of industry and organized labour

"Economic growth makes possible movement, progress, and a sense of accomplishment which is the spark of a free society . . . economic growth means change—change from the existing to better ways of doing things. Where there is no change there is no growth," said Dr. John Deutsch, Chairman of the Economic Council of Canada, in his opening address to the National Conference on Labour-Management Relations, held in Ottawa on November 9 and 10.

The meeting, which was convened by the Council, was attended by 150 leaders of industry and organized labour, as well as 11 Ministers of Labour and a number of university specialists.

Dr. Deutsch explained that "by economic growth we mean a rising output of goods and services in relation to the number of persons required to produce it. It is achieved by an increase in productivity and efficiency."

An increase in productivity, he went on to say, "is the essential basis for a rising standard of living which can be widely shared. There is no other way. Without improvements in productivity and economic growth, the attempt by one group to get more will be at the expense of others. This is the process of social strife and frustration."

But the improvement of productivity and the attainment of economic growth had its price, the speaker said. It was neither a comfortable nor an automatic process. Indeed, it was quite the opposite. "It is both disturbing and demanding. Economic growth means innovation and invention, the more extensive use of machines and other forms of capital, the harnessing of the vast energies of nature and better administration and organization. . . ."

The scientific and technological revolution through which we are living, and which is making possible the change and growth that have become a dominant feature of our lives, is providing "vast new opportunities for new enterprise, for expansion, for better-paid employment and for more rewarding work."

"Obsolete Occupations"

But, at the same time, it is leaving an aftermath of "obsolete occupations and skills, contracting industries and declining areas.

And the new opportunities, the new benefits, the costs and the losses are very unevenly distributed."

The new jobs that are coming into existence, Dr. Deutsch pointed out, are different from the ones that are disappearing, and are in different places. "In these circumstances there is always the temptation to try to stop the whole process. Governments are tempted to subsidize declining industries, employers are tempted to look for shelter behind tariff walls and monopolies, and labour is tempted to cling to old working rules."

If this defensive and negative attitude prevails, the speaker said, there will be an end of both change and progress. But this need not happen; there is another way—"the approach designed to facilitate adjustment and movement from the declining to the expanding possibilities. This approach will recognize the need for forward planning and the systematic organization of change, the need for modernization and efficient management, the need for retraining and mobility, the need to provide and to accept new jobs, the need to avoid a one-sided and callous distribution of losses, and a need to work out an equitable sharing of the benefits. . . ."

There was, Dr. Deutsch said, a realization "that neither the responsibility for, nor the cost of adjustment can be imposed solely upon one of the parties or let fall upon the weak."

"Co-operation and Consultation"

Merely to state these requirements for orderly change and progress made it clear that they could not be met without "co-operation, consultation and joint arrangements between labour and management The defensive and negative approach to change does not require co-operation—it is born out of strife and ignorance."

Acceptance of the policies and attitudes that facilitated adjustment to change, and hence made possible rising productivity and economic growth, would make it easier, Dr. Deutsch said, to accomplish other aims that he had referred to earlier in his address—full employment, reasonable price stability and a viable balance of payments. These were the aims to which, together with an adequate rate of economic growth and an equitable

sharing of rising incomes, the Economic Council of Canada was committed, he had said.

"There is nothing especially Canadian about these aims—they are the aims, more or less explicitly stated, of most modern industrial nations. There is widespread agreement that each one of these aims is in itself highly desirable. However, together they pose a formidable task. The simultaneous achievement of these desirable goals within the framework of a free society is a very considerable, but worthy challenge.

"In order to be successful in meeting this challenge many things are needed and many things have to be done, but it is certain that one of the indispensable requirements is an appropriate climate of labour-management relations."

The speaker went on to say that there were those who held that full employment, price stability and free collective bargaining were inconsistent with each other, and he admitted that "on the basis of both experience and logic this view cannot simply be brushed aside. It arises out of a very real and difficult problem in the context of a free economy.

"It is argued that when there is the promise by the government to maintain full employment, labour unions are in a position, without risk of unemployment, to demand increases in wages in excess of increases in productivity, so that prices are pushed up. Employers in turn can raise prices without risk of loss of markets, because the government in seeking to maintain employment will pump more money into the stream of purchasing power. This is the familiar vicious cycle of inflation. Possibly the cycle can be broken by some form of government regulation of wages and prices. But if this is done, free collective bargaining is gone.

"Quite clearly, the consistent and simultaneous achievement of high employment, price stability and economic freedom calls for a high sense of responsibility, restraint and co-operation by each of the three parties, the government, labour and management. This . . . means that governments must at all times maintain the appropriate monetary and fiscal environment and the appropriate

incentives. It means that both management and labour must proceed on the basis of an objective analysis of the performance and the possibilities of the economy, and not on the basis of wishful thinking or slogans. None of this is possible without meaningful co-operation and understanding."

"A Most Formidable Task"

The consistent attainment of the aims he had referred to—full employment, reasonable price stability, and so on—was "a most formidable task. Indeed, it has been called the biggest economic problem of our time." Dr. Deutsch said.

"The complex difficulties which are posed for government policy and for labour-management co-operation can be tackled effectively only if there is available good information and objective analysis. It is necessary to have an understanding of the possibilities and capabilities of the economy, of the alternative choices available, of future trends and likely problems, and of the inter-relationships of various courses of action. The development of this kind of information and its relation to the aims of the future might be called research, forward programming, economic planning, or what you will . . ."

One of the primary purposes of the Economic Council was to fill this need, the speaker said. He pointed out also that the Council itself provided "a forum for discussion and consultation between leading representatives from labour and management."

He went on to express the hope that under these joint auspices it would be possible to reach a closer understanding on basic issues and to lay a wise course for the future; and, he added, "it is hoped also that this work will help to achieve constructive solutions to labour-management problems throughout the economy."

For the National Conference on Labour-Management Relations, the Economic Council of Canada commissioned a series of research studies by experts in industrial relations. Digests of some of these papers, which were used as the basis for discussion at the conference, will be published in the *LABOUR GAZETTE* in succeeding months.

Federal-Provincial Agricultural Manpower Conference

More planning and organization needed in agricultural labour market, federal and provincial officials agree at one-day meet

Federal and provincial agriculture and labour officials agree there should be more planning and organization in the Canadian agricultural labour market, but they acknowledge that lack of information on this subject is hampering the development of adequate agricultural manpower programs.

The Minister of Labour, Hon. Allan J. MacEachen, the Minister of Agriculture, Hon. Harry Hays, and other federal officials met last month with provincial Ministers of Agriculture and their deputies at a one-day conference in Ottawa called to discuss farm labour questions.

In his opening statement to the December 18 meeting, Mr. MacEachen said that general improvement in the economy had brought a "shift in concern from high levels of unemployment to potential manpower shortages." Joint federal-provincial efforts must be made to meet in advance changing patterns of needs in agriculture, he stated.

A shortage of skilled agricultural labour has been developing in some parts of the country, notably Ontario and the Prairie Provinces. The strong pull of non-farm industries expanding with an expanding economy was responsible to some extent for this shortage, delegates were told by Dr. Gil Schonning of the Economics and Research Branch, federal Department of Labour.

This problem is complicated by the peculiar demand pattern in agriculture. Twice as many hired workers are needed on farms in the summer as in the winter.

Because of this seasonal pattern, the officials agreed, there is a need for advanced planning and a better organization of the agricultural labour market. This requires steps to upgrade existing manpower and where necessary to transfer workers from areas of surplus to areas of tight labour supply.

Several delegates pointed out that the quality of workers recruited is as important as the number available. Farm employers are reluctant to accept untrained labour even in the busy summer months. There was agreement that existing training facilities for agricultural workers should be expanded and new programs established where needed.

Pilot projects are underway in at least two of the provinces, experimenting with the use of labour camps or hostels to provide eating and sleeping facilities for workers brought into farming areas. As part of the plan, workers are supervised as they move from one farm to another and are given some training in the jobs they have to do.

Hours of work, wage rates, duration of employment, living conditions and social services such as workmen's compensation and unemployment insurance came in for consideration because of their importance in attracting and retaining qualified workers in agriculture.

Effective planning is hampered by the lack of accurate data in these areas, both federal and provincial officials found. It was agreed

The U. S. Department of Labor has announced it will undertake the most massive recruiting effort ever made to sign up Americans for seasonal farm work, to replace about 200,000 Mexican labourers brought into the country each year.

The law under which the Mexicans have been allowed in the U.S. to do farm work expired December 31. Foreign workers may still be allowed temporary admission under the Immigration Act if American workers cannot be found to fill the jobs at wage rates set by the Department of Justice on the advice of the Department of Labor.

The announcement of the recruitment program indicates that these wage rates will be set at a relatively high level. Farm work is now the lowest paid of any major occupation in the U.S.

that a critical review should be undertaken of existing surveys to determine the gaps that exist and the means by which more comprehensive information on farm manpower and employment conditions in agriculture can be obtained, analyzed and presented.

James McGregor, Director of Unemployment Insurance, Unemployment Insurance Commission, outlined some of the difficulties involved in extending insurance coverage to agricultural workers. The UIC is making a new survey, its third to date, into the possibilities of overcoming these problems, again related primarily to the seasonal nature of employment in agriculture.

Under present regulations, Mr. McGregor believed, an extension of coverage might act as a deterrent rather than an incentive to farm labour, particularly for basically industrial workers who might consider agricultural work on a seasonal basis. Delegates from the provinces, on the other hand, thought that lack of unemployment insurance benefits was a deterrent to recruiting regular as well as seasonal workers.

The meeting reached agreement in principle on a new federal-provincial Agricultural Manpower Agreement. Under this program, the federal Government and the provinces share expenses incurred in organizing the more efficient use of manpower in agriculture and in recruiting, transporting and placing agricultural workers.

Eighth Meeting, National Technical and Vocational Training Advisory Council

Recommends study of desirability and feasibility of setting up special training program for Indians. Training Branch reports approval of 616 vocational school capital projects

A move to study the advisability of setting up a special program of training for the reservation Indians of Canada was made by the National Technical Vocational Training Advisory Council at its eighth meeting, held in Ottawa in late November.

The Council passed a resolution asking the Technical and Vocational Training Branch of the Department of Labour to undertake this study, in consultation with the appropriate agencies, and to report its findings at the next meeting of Council.

The Council also repeated a motion regarding the improvement of vocational guidance and counselling services that it had passed at its meeting in November 1963.

The resolution on the training of Indians that was passed by the Council reads:

That the Branch in consultation with appropriate agencies (e.g., Indian Affairs Branch, Department of Northern Affairs; provincial departments, the Indian-Eskimo Association, the National Indian Council of Canada) study and report to the next meeting of Council as to the desirability and feasibility of setting up a special program in Technical and Vocational Training designed to aid the Reservation Indians of Canada in their development of an economically self-supporting way of life on their Reserves.

The meeting was under the chairmanship of Dr. G. Fred McNally, Chairman of the Council and former Chancellor of the University of Alberta. Besides the members of the Council, those attending included, among others, officials of the Department of Labour and the National Employment Service.

The Council is made up of representatives of employers' and labour organizations, agriculture, the National Council of Women, organizations of educators, parents, and school trustees; and representatives of the advisory committees on technical and vocational training of the various provinces.

Dr. W. R. Dymond

Dr. W. R. Dymond, Assistant Deputy Minister of Labour, addressing the meeting on behalf of the Minister and the Deputy Minister, neither of whom was able to be present, spoke of the importance of the part the Council could take in informing the Department about needs and gaps in vocational training, without a knowledge of which the program might fail to meet the ends it was designed to serve.

The special problem regarding research connected with training today was to find competent research workers, he said. The need was not to think of new things to do, but rather to use to best advantage the exceedingly scarce manpower resources available.

The speaker emphasized the importance of the role that the Council should play in maintaining communication between those administering the vocational training program and those whose needs the program was intended to serve. Members he said, should make themselves thoroughly familiar with the ways in which their own organizations were connected with the work of training, and they should also carry back to their organizations the fullest information about what was happening in the matter of training.

Referring to adult training, Dr. Dymond said that considerable strides had been made in the training of young students, but the problem that was coming to the fore concerned the lack in present members of the labour force of the necessary basic education to enable them to undergo specialized vocational training. There were people in the labour force who, although they should have 20 or more years of working life ahead of them, might be cast aside, unless means could be found to equip them to keep their places in employment. He emphasized the importance of training in industry as a means to this end. Dr. Dymond pointed out that present manpower policies had been developed in the atmosphere of serious unemployment that had obtained since 1957. Recently, unemployment had dropped, and in places serious shortages of certain kinds of labour had appeared. Although these shortages might have been over-dramatized, they represented lost production and employment opportunities, and increasing pressure on costs.

Such labour shortages would not continue indefinitely. The new training facilities that had been brought into being would begin to show results before long, but during the next two or three years there would be a gap between needs for certain kinds of labour and the supply of suitable labour to fill them. In the past, immigration had been relied upon as a source of skilled labour, but there was at the present time a lack of a sufficient sup-

ply from this source. In addition, we still had in Canada a surplus of less skilled labour which should be trained to fill the vacant places.

Training Branch Report

The report of the Technical and Vocational Training Branch said that by October 31 of 1964, a total of 616 vocational school capital projects had been approved under the Technical and Vocational Training Assistance Act, at a total cost of \$654,600,000. The federal Government's share was about \$395,800,000. These figures compared with 538 projects approved by November 1963, at a total cost of nearly \$528,000,000.

Arising out of a discussion of the report, Dr. S. C. T. Clarke, Alberta Teachers' Federation, brought up the question of vocational guidance and counselling, and a brief report on the subject was made to the meeting by Dr. R. B. Gwilliam of the Technical Services Division of the Training Branch. This report was based on what Dr. Gwilliam called "an exploratory investigation into the currently available information about the state of guidance services in the schools of Canada."

This survey, he intimated, had shown the meagreness of information about such services, and he made two suggestions: (a) that there was a need for a national survey of guidance programs in Canadian schools with a view to obtaining answers to specified questions, and (b) that "a national conference could be convened to consider the desirability of establishing a National Association on Guidance and Counselling, and to discuss practical steps needed to develop effective guidance programs."

The Council discussed the question of guidance at considerable length. Referring to a study of career decisions that was under way in the Economics and Research Branch of the Department, Dr. Clarke said that it appeared that a report on this study would not be ready until 1970. (J. P. Francis, Director of the Branch, later said that it was hoped that data from this study would be ready by 1967).

It would not do to wait for such a report before doing anything in the matter, Dr. Clarke said, and he moved that the Council repeat the motion passed at the November 1963 meeting, "That the Training Branch be requested to report at the next meeting of Council on action required to promote, improve, and publicize guidance and counselling services."

Dr. Dymond said the difficulty was that "we don't like to go ahead vigorously without knowing what we have to aim at." He was convinced that there were serious problems in connection with guidance services.

He said that we knew "quite a bit" about the subject; we knew that facilities were inadequate. But although a survey would be useful in verifying what we knew, it would not bring out much that we did not know already.

For the time being, he thought that the Department should work to strengthen co-ordination of guidance services, but it was not in favour of massive intervention at present.

NES Counselling

Peter Stevens, Canadian Construction Association, said that in the National Employment Service the federal Government already had a most active counselling agency. No other agency could hope to have such a close day-to-day relationship with the labour market as the NES had, he said.

This led to questioning about how useful NES counselling had been. An NES official gave a brief outline of the counselling services offered by the Service, and expressed the opinion that they had proved reasonably effective. One of the members of the Council said that he knew of specific examples where those services had been grossly inadequate. He agreed that NES was the logical place in which counselling should be given, but said that its guidance services needed "scrutiny and extensive reinforcement."

Replying to a question about how much integration of guidance services there was at present, the NES official said that the Service's program involved close integration with school guidance programs, and that the NES was active from coast to coast in guidance of students in schools. Where there was a guidance plant, he said, it tried to take part in group programs, and it had helped in getting a number of drop-outs to return to school.

Dr. Clarke moved that the Economics and Research Branch be commended on the publication of the bulletin, *Occupational Trends in Canada, 1931 to 1961* (No. 11 in the Research Program on the Training of Skilled Manpower), and asked whether it would be possible to make a similar survey based on economic regions. Mr. Francis said that at present the Branch lacked the resources to work on a regional basis, but he pointed out that some of the provinces were now working on such a project.

Apprenticeship Training

The report of the Directors of Apprenticeship was presented by Fred E. Whittle, Director of Apprenticeship for Alberta. It contained a recommendation that "a plan be developed whereby instructors in trade

courses be required, at regular and predetermined intervals, to return to work in industry for designated periods in order that they may keep abreast of technological changes, and that as a result some credit accrue to them toward teacher certification." The discussion that followed showed differences of opinion among members of the Council.

Dr. Clarke objected to instructors' being "required" to go back to work, and he suggested that "encouraged" would be a better word. There was also a difference of opinion about the advisability of instructors' going back to work as a way of ensuring that they kept abreast of new developments in the trade.

Dr. C. R. Ford, Director of the Technical and Vocational Training Branch, was opposed to the plan. He said that there were better ways of keeping instructors abreast of the times.

Members of the Council agreed on the need for instructors to keep in touch with changes going on in their trades, but disagreed about their going back to work in order to accomplish this. There was also a difference of opinion about whether credits should be allowed for going back to work.

A motion to refer the report back to the Directors of Apprenticeship was finally withdrawn and the report accepted. Two members, however, disagreed strongly enough to request that their negative votes should be recorded.

There was also some discussion about whether or not apprenticeship as a means of training had outlived its usefulness, about "streamlining" apprenticeship courses and shortening the length of the apprenticeship period, about multiple apprenticeship, and about apprenticeship other than to an employer—e.g., to a committee of a union or to the Director of Apprenticeship.

S. T. Payne, Confederation of National Trade Unions, said that labour was not generally in favour of abolishing the apprenticeship system. He doubted whether labour would like the multiple apprenticeship idea.

Manpower Consultative Service

Some very large corporations are equipped to carry out adequate retraining programs with their own facilities, but usually employers and unions will require substantial assistance in organizing such programs, in deciding the content of courses, and in developing a capacity to deal successfully with their rapidly changing manpower requirements, said G. G. Brooks, Director of the Manpower Consultative Service of the Department of Labour, in a brief report prepared for delivery to the meeting.

So far, Canadian industry has, on the whole, been able to escape the responsibility for extensive retraining, partly because of its ability to rely on immigration as a source of trained people and partly because, until recently, the pace of change has not been so rapid as to make special efforts necessary, Mr. Brooks said. In consequence of this, industry has built up few facilities for retraining, even for jobs that are peculiar to the industry concerned.

Employers would therefore need help in developing their own training facilities, he thought. Sometimes this might require the assistance of public authorities in a co-operative training plan in which formal institutional instruction and on-the-job training were combined.

If the instruction was sufficiently intensive, the acquisition of many kinds of industrial skill required a comparatively short period of training, the speaker remarked. As an example, in a typical large machine shop, most of the individual jobs could be learned in as little as six weeks, and even some of the highly skilled jobs could be learned much more quickly than was usually considered possible.

Mr. Brooks spoke of the need for close co-operation between local training authorities and industries that were concerned with training. Management, he thought, was coming to a better understanding of its responsibilities and needs in this matter, but many industrial operations were not large enough to provide a continuous basis for the most efficient and concentrated instruction; and it was here that co-operation between private industry and public authorities was called for in the interests of the community as a whole.

In the past, part of the reluctance to engage in training programs had arisen from the feeling that the company that did so would be feeding the entire labour market with people that it had trained at its own expense. This reluctance would continue to be felt as long as the training effort was spread between too few employers, and this was another argument in favour of community training programs, Mr. Brooks said.

Council Members' Comments

Members of the Council were asked to make comments and recommendations regarding the technical and vocational training program. P. D. Dalton, Canadian Construction Association, expressed the Association's concern that the National Apprenticeship Training Advisory Committee had not been reconstituted. With the impending growth in the labour force, he said, decisions on this matter could not be delayed much longer.

The Association was aware of the belief that apprenticeship had lost much of its appeal to youth, Mr. Dalton said, and he admitted that all was not well with apprenticeship training in the construction industry. Too few contractors were offering such training. He referred to the need for long-range manpower forecasting, by industry, occupation and region. There was a growing shortage of skilled workers in trades for which people should have been trained during the recession, he remarked.

Construction unions in a number of trades remained skeptical about training, he said. Since they wished to retain their economic power and feared unemployment, this was understandable.

Active joint committees were essential at all levels, and the CCA believed that the time had come for the industry to be ready to give the support of full-time staffs to local joint committees on training. Funds would be needed, and the industry must take this need seriously. In a few centres, some trades were already making cash contributions through collective agreement provisions.

Multi-trade training was also being given consideration. Outdoor trades could turn to indoor ones during the winter. Stabilization of employment in the industry would be greatly helped by a more flexible union attitude.

"This trend is now becoming apparent in our industry in Europe. We would hope that North American construction labour leaders will soon take a closer look at the future of not only their crafts, but at that of the entire industry, so that they may be guided by present and future needs rather than by those of the past," Mr. Dalton said.

Regarding compulsory tradesmen's qualifications, the Association had adopted a resolution at its 1964 convention urging governments to implement existing legislative provisions for all construction trades, the speaker said. Those governments that were already doing so had achieved notably beneficial results."

Mr. Payne of the CNTU said that training in industry was the essence of technical and vocational training, because it offered the individual maximum competence in his field, together with the opportunity for greater advancement. Study outside the shop accelerated training and laid a broad foundation on which experience could be built. But nothing could take away from individual industries the responsibility for the nature and content of their own programs.

He then went on to speak of the ship building and repairing industry. In this industry, it was a serious weakness, he said, that training was left to the unco-ordinated decisions of individual firms. Similar crafts-

men and technicians were employed throughout the industry, and the benefits of training were shared by all firms, but the cost of training was left to a few. He suggested that there should be a training program on a national scale for this industry, with common standards in all yards and the cost of training shared more fairly between firms in the industry.

Mr. Payne asked the Training Branch and the representatives of the provinces in which the shipyards were situated to consider whether concentration on a whole industry in the way suggested would not bring better results than isolated efforts in individual firms without regard to the industry as a whole.

Training Needs of Women

Mrs. Saul Hayes, National Council of Women of Canada, asked whether the new technical schools would take into account the special training needs of women. She pointed out that in some localities the lack of domestic help and homemaker services stood in the way of training for women. She emphasized the need for proper vocational counselling. Many counsellors were not qualified, and they needed to be trained for their job.

The Chairman thought it was anomalous that women who had no knowledge or experience of industry should be given the responsibility of advising boys about their choice of a vocation.

W. H. Sands, British Columbia Deputy Minister of Labour and President, Canadian Association of Administrators of Labour Legislation, spoke of the importance of training in industry. Small firms, he said, had not carried their weight in training, and this was true also of some unions.

J. A. Ferguson, Canadian Federation of Agriculture, said that more emphasis should be placed on rural education and guidance. He said that because of the variety of training needed in agriculture, the Federation had suggested that there should be a separate program for the industry. Some thought that agriculture was being left out of training programs.

Dr. Garnet Page, National Advisory Committee on Technological Education, suggested that the Department of Labour might engage competent professional advice on the problems of communication regarding the manpower situation. Mr. Dymond said the Information Branch of the Department was already providing very capable service, and he thought that there was no serious lack of facilities. He suggested, however, that the provinces were not publicizing their own programs sufficiently.

Regarding the technical and vocational training of youth in rural areas, Mr. Payne remarked that this problem was coming more to the fore in Quebec because the provincial Government's policy was to direct industry into depressed rural areas. He suggested that a subsistence or travelling allowance should be paid to students while they were engaged in training.

Mr. Ferguson of the Canadian Federation of Agriculture said that although he was not complaining about present facilities for this kind of training, new arrangements might be needed. Two types of training were needed for agricultural people: (1) "up-grading" for those who intended to remain in agriculture, and (2) training for other occupations.

There was some discussion about the role of Junior Colleges, or Community Colleges,

in technical training. These institutions, only a few of which are in existence in Canada at present, are run by local authorities; and both Mr. Sands and Mr. Ford spoke of the danger that duplication of, and competition with the regular technical and vocational institutions might develop from the Junior Colleges.

Duplication of training facilities would be wasteful and expensive, Dr. Ford pointed out; and there was also a danger that competition of this kind might lead to a lowering of standards. He explained that, although in business, competition tended to raise standards, in the case of training institutions it had the opposite effect. It appeared, however, that ill effects had not so far developed in the few places where Junior Colleges or similar institutions were already in existence.

41st Convention of the CNTU

Main topics discussed by 800 delegates were women workers in world of labour, conflicts within Canadian labour movement, and worker participation in economic development of province

The main topics considered at the 41st convention of the Confederation of National Trade Unions, held in Quebec from September 13 to 19, 1964, were women workers in the world of labour, conflicts within the Canadian labour movement, worker participation in the economic development of Quebec and problems facing workers arising from automation. Some 800 delegates attended.

At the opening of the convention, Jean Marchand, the General President, stressed the fact that the CNTU is a wholly Canadian confederation, and that its members must see to it that the Canadian labour movement is under Canadian and not American control.

He stated also that before thinking of economic planning in Canada, it was necessary to find a solution to the present Canadian political deadlock.

The meeting requested the Quebec government to inquire immediately into the employment of women. In the General President's opinion, women are in an intolerable situation, not only in industry and business, where the standards that are applied have evolved in an age of male predominance, but also in the labour movement.

In his moral report to the CNTU, the President for the first time dealt with the problems of labour in the face of economic conditions. Mr. Marchand submitted to the delegates an analysis of problems confronting labour, particularly in the economic sector where workers are considered as mere

expendable objects. Workers, he added, want unions which will look after their economic, social and political interests.

Jean Marchand was re-elected President by acclamation. It was his third consecutive term as head of the organization. Marcel Pépin and Jacques Dion, General Secretary and Treasurer respectively, also were re-elected by acclamation.

The Confederation of National Trade Unions now has a membership of more than 141,000, an increase of 24 per cent since the last convention in October 1962, General Secretary Pépin reported.

Hon. Allan J. MacEachen, federal Minister of Labour, in addressing the convention said that his Department was at present giving consideration to revising the approach to the question of labour-management committees. He also reiterated the Government's intention to give Canada a Labour Code.

During the convention, the delegates heard two representatives of the French Confederation of Christian Trade Unions: René Bonety, Director and Planning Officer, and Georges Levard, FCCTU President, who spoke on the role of workers' organizations in the field of economic planning.

Guests of honour at the convention opening included Hon. Maurice Sauvé, federal Minister of Forests, representing the Minister of Labour, and Hon. Carrier Fortin, Quebec Minister of Labour.

Several reports on which the convention based its major decisions were submitted to three commissions:

—A commission to study the recommendations of the General President's report,

—A commission to study the recommendations of the Confederal Office,

—A commission to watch over the financial administration of the movement.

The main recommendations adopted by the convention were:

—That the provincial government be requested to make a thorough inquiry into the problems of female workers and into the remedies that can be applied at the economic, political, social and juridical levels;

—That the right of women to vocational training be recognized;

—That the convention recommend the granting of maternity leave to female workers without any loss of acquired rights, and the payment during such leave of a special and adequate allowance;

—That the convention adopt a code of ethics, as proposed in the President's report, so that greater propriety prevail in inter-union disputes;

—That trade unions in their agreements give particular attention to night work, to the possibility of setting up day nurseries, to part-time work and to the policy of equal pay for equal work;

—That the CNTU delegates participate more actively in economic and political life;

—That the CNTU maintain its policy of being present wherever the interest of the workers is at stake;

—That the CNTU, through a campaign, appeal to the public and the authorities with a view to getting the government to adopt a program of social and economic action designed to eliminate social injustice, hardship and poverty weighing on a great many workers;

—That the CNTU continue to bring pressure to bear on the provincial government to bring about the elimination of all restrictions concerning municipal and provincial civil servants and teachers;

—That the CNTU maintain its present policy of taking part in the proceedings of international organizations for the purpose of improving the workers' lot;

—That the CNTU maintain closer relations with trade union members of underdeveloped countries;

—That the convention pass a formal resolution reiterating the CNTU's demand for the adoption of a distinctive Canadian flag as soon as possible.

A large number of delegates denounced a statement by the President of the Canadian Labour Congress that in view of rapidly

increasing automation and technological advances, the worker cannot afford to become isolated in labour movements which, while preaching solidarity, practice religious and national segregation. "The CLC President's attack," said Mr. Marchand, "is irrational and widens the gap that divides the nation."

President's Moral Report

Labour unity at any price should not be the aim, said CNTU President Jean Marchand in his moral report. Organic labour unity is not an end in itself and, in many circumstances, it is better not to achieve it, he declared.

The CNTU President said that the Canadian Labour Congress itself had shown that the value of such an objective was not absolute, since it had expelled from its ranks trade unions whose ideological tendencies it did not like. He added that in so far as the CNTU was concerned, non-aggression pacts were not an acceptable solution.

"Such pacts simply grant some trade unions a measure of security they do not deserve. Moreover," he said, "the right of workers to join the union of their choice must be maintained."

As a solution to inter-union disputes, Mr. Marchand suggested accepting a code of ethics which would gradually have effect on the conscience and on the sense of responsibility of individuals and groups.

On the subject of economic planning, Mr. Marchand said that our experience should leave us more cautious about "conceptions of a too-general nature, that have not matured and are mostly used to feed public speeches and society talk." Summing up his report to the delegates, he quoted as examples of such general ideas, not only economic planning, but also socialism, marxism and separatism.

Experience has shown workers that changes are gained progressively, through strong and patient action. "If you try to convince workers that they can, through revolutionary action, do away with the delays that are required to bring a process of evolution to maturity, you create make-believe and bring them disappointment. Radical and intransigent thinking, more often than not, result in an ideal, mystical and simplified, not to say over-simplified, perception of a perfect society with very little chance of being integrated in the concrete course of history."

Mr. Marchand made it clear, however, that the labour movement's existence, end and justification are but the rejection of the exploitation of the working class and that "contrary to other labour organizations, the specific character of the CNTU lies in the

Membership Increase

Over the past two years, 145 new syndicates have joined the CNTU, and the total of syndicates affiliated to the CNTU is now 664, the General Secretary reported.

The CNTU has 141,168 members, an increase of 27,283 workers or 24 per cent since 1962. "This remarkable rate of growth is unique in Canada and in North America," reported Mr. Pépin.

The number of members has increased in the metal industry, in business and offices, hospital and public services.

The metal workers group has registered an increase of more than 4,000 members, and the building trades of more than 3,000. There has been a drop in some federations, namely those of the shoe, printing, chemical, and pulp and paper industries.

fact that it is gauging the limitations of our economic system and trying to alter its structures."

Before suggesting the economic objectives that the CNTU should pursue, Mr. Marchand outlined the country's present economic situation. Although Canada is going through a period of expansion, he said, there still exist enormous gaps between regions and between sectors. General welfare, education, health and town planning receive relatively little attention.

A long-term objective should be set, that of increasing general participation in the economic life, giving the citizens the right and the means to consume what they choose. "In our societies, which claim to be democratic, the elaboration of the plan implies the active participation of various sectors of the economic life, under State impetus and responsibility."

But before we begin to think of planning the Canadian economy, Mr. Marchand emphasized, "we must find a solution to the country's political problem."

In conclusion, Mr. Marchand said that one of the main objectives of the labour movement should be to achieve within the movement an "awareness" of economic questions. "To that end, tremendous efforts should be devoted in our organization to economic information and education, and if these efforts are to bring effective results, they should be co-operated and systematically organized."

Moreover, he pointed out, the CNTU must have a clear-cut policy not only as regards the economy generally, but as regards its own course as well.

Women Workers

The women's committee, in the Confederation Office report submitted to the delegates, made known its intention of asking that a full inquiry be made into the condition of women in the world of labour. The recommendation received the unanimous support of the CNTU Executive.

The CNTU believes that the time has come to legislate on the employment of women in Quebec. There is presently no legislation governing the employment of women

save for a few restrictive Acts concerning night work, heavy work and unsanitary establishments.

In the face of this problem, the CNTU proposed:

—That the labour movement give special consideration to that question,

—That problems raised by the employment of women—equal pay for equal work, the right of a woman to learn a trade, protection for the working mother, part-time work and home work—be studied by joint committees, (women workers-employers-government representatives) so that the first stage of a legislation on this matter may be initiated.

The CNTU President pointed out that his organization must increase its efforts toward the abolition of all discriminatory measures based on sex, in order to ensure women workers equal pay for equal work.

He particularly urged delegates not to frown on the subject or remain indifferent to it, and he asked that male workers consider women as their equal, both in the shop and at home.

Mr. Marchand reminded the convention that there had been a considerable increase in the number of women in all parts of the labour world in the last three years, especially in Ontario and Quebec.

"In 1962," he said, "69,000 Canadian women entered the labour force, bringing the number of women wage-earners to 1,000,858. More than half of these are located in Quebec and Ontario, the two more industrialized of the country's provinces. The question then is no longer one of regretting or against women working, of regretting or approving the fact, but rather meeting the problems brought about by this situation."

Adding that working women were entitled to a status that will not only protect them as salaried individuals but also as women with family responsibilities, the CNTU President made it clear that it was a question of claiming for working women fair and human working and living conditions.

"The idea is not to create, within working communities, a female trade unionism which

would only extend the discrimination against which women have long been complaining."

Equal pay for equal work

The women's committee continued to demand that work be paid according to its value and not according to the sex of the person doing it. It invited all federations of the CNTU to continue their efforts in order to reduce more and more the gap between male and female wages in all sectors of the economy.

The report added that the provincial Government should pass legislation recognizing the right to equal pay for equal work.

"Eight provinces already recognize this right. It would not be too soon for the Province of Quebec to wake up and give women workers rights which are already recognized by the International Labour Office."

Automation

In the face of increasing problems created by automation, "it has become necessary for the State to create a body capable of studying and correcting the consequences of technical progress and automation." Marcel Pépin, CNTU General Secretary, said the labour organization was not against automation, but that the workers alone should not bear the costs.

"Reaching out for maximum profit," said Mr. Pépin, "remains the fundamental motivation of businessmen, but management is not alone responsible. The labour movement has not always made the necessary efforts to draw the public's and the workers' attention to those questions. The labour movement has too long been taken up exclusively with wages.

"We are not against technical progress, but we demand that the required changes be brought about according to a well-determined plan, and that consequences be assumed collectively," said Mr. Pépin.

Recalling events in Thetford where, a few months ago, 600 miners learned, at a moment's notice, that they would be laid off, Mr. Pépin said that "it is intolerable that workers can be laid off this way by the sole decision of the employer."

Mr. Pépin estimated that despite the goodwill shown by the government when those miners were laid off, the fact remained that it took no appropriate steps to meet the requirements of an employment policy.

He suggested, as a solution, the creating of a provincial employment council made up of labour, government and management representatives.

He suggested that the council:

—Undertake research on the development of professional competence of labour;

—Adapt technical and vocational education, in co-operation with the Department of Education;

—Draw up permanent lists of job offers, by trades and by regions;

—Compel business concerns to announce beforehand any decision involving a change in the number of jobs;

—Forbid mass layoffs, unless notice is given beforehand;

—Set up compensation scales providing for: (a) reimbursement of travelling expenses; (b) payment of a substantial part of wages during accelerated vocational training courses; (c) payment of compensation to workers who are victims of mass layoffs, until they find another job;

—Seek employment for each worker displaced by automation.

Quebec Labour Legislation

Bill 54—"Bill 54 is not a real labour code. It is but a better co-ordination of labour laws," said the CNTU General Secretary. Labour laws, prior to Bill 54, limited the right of association of civil servants. That is why Bill 54 may be considered to have improved the rights of workers in some employment sectors.

He explained that since 1944, the law forbade public employees to use the right to strike. The Labour Code, despite its many faults, is considered at present a great step toward improving the fate of all workers.

"The mere fact that this bill favours the right to strike may make us forget how slow procedures are. We hope that the articles of the Labour Code will have sufficient force to do away with administrative faults which may have been committed in the past, and that they will speed up procedures."

On the other hand, Mr. Pépin said that the greatest amendment to be made to Bill 54 would be to allow the Labour Relations Board and not the parties concerned to initiate inquiries.

LRB Procedures—The convention strongly criticized the procedures in force at the Quebec Labour Relations Board. The delegates deplored the delays at the QLRB, which, they said, were the cause of an intolerable situation, restricting the right to free association in Quebec.

The convention, pointing out that a number of cases had been before the QLRB for months, some for years, asked the QLRB to render within a short delay all the decisions pending, and to hear the cases without adjournment.

Furthermore, the convention supported the CNTU executive by asking that the QLRB's decisions, especially with reference to applications for certification, be reached within 60 days after the filing of an application.

Speakers

The Minister of Labour

The federal Minister of Labour, Hon. Allan J. MacEachen, was applauded when he reiterated his intention to introduce a National Labour Code at the current session of Parliament. The Code would set minimum standards for vacations, wages, and other working conditions in undertakings under federal jurisdiction.

Mr. Marchand assured the Minister that such a measure would win the support of the CNTU. He had introduced Mr. MacEachen as one of the most progressive members in the federal Government. He took advantage of the Minister's presence to point out that his organization would appreciate the federal Government's selecting a larger number of CNTU members to represent the Canadian labour movement at ILO conferences.

Mr. MacEachen, after speaking briefly in French, explained to the delegates the federal policy on the fight against unemployment, particularly during the slack winter season: the Municipal Winter Works Incentive Program, the Winter House Building Incentive Program and the "Do it Now" publicity campaign.

The Minister stressed the need for innovating and breaking with tradition in order to face the challenge of automation. He said that labour-management co-operation must improve if manpower problems created by technological changes are to be solved: it was for this reason that the Department has set up a Manpower Consultative Service and is promoting the setting up of labour-management committees.

The speed with which problems are cropping up in the wake of technological changes and the urgent need to find solutions to them often exceed the traditional means afforded by collective bargaining, added the Minister. Often, in order to solve a problem brought about by automation, it is impossible to wait until such time as has been set for contract negotiations. It may be that the Industrial Relations and Disputes Investigation Act needs amending so as to provide a new type of bargaining.

Labour-management co-operation with reference to technological problems does not imply that one party or the other should give up some of its rights or legitimate aims, stated Mr. MacEachen, but that "management and

labour, when faced with a situation where there is no cut-and-dried solution, must meet, combine their efforts and work together in earnest, even if they must give up some short-term advantages in order to achieve this."

Representatives of the FCCTU

René Bonety

French trade unionists want to be heard in the economic sector. They are not only after greater welfare but also after greater responsibilities in the country's economy. They want to know who will reap the benefits of economy: a handful of capitalists or the entire population, said Mr. René Bonety, one of the leaders of the French Confederation of Christian Trade Unions.

Mr. Bonety, who spoke on economic planning in France, said the French scheme had a double objective.

First, it is the means of establishing economic forecasts for a number of years ahead by studying the pace and the behaviour of industries in the light of consumer trends.

Secondly, the system is a guiding instrument in that it endeavours to detect the needs of the French economy.

The French plan shows the way, that is to say, no one is bound to follow its recommendations. It also gives a target for economy to aim at.

The French scheme comprises four phases, said Mr. Bonety:

—The study of statistics, the first phase, is of a technical character. The object of these studies is to follow democratic developments in France and to discover the pattern of consumer needs.

—Consultation at the management, labour and government levels.

—The development of the plan at the level of the employers and labour members commissions.

—Adoption of the plan.

Georges Levard

The President of the French Confederation of Christian Trade Unions, Georges Levard, representing the International Confederation of Christian Trade Unions, spoke on the part played by trade unions in France in economic planning.

Mr. Levard stressed that there can be no genuine emancipation of the workers without an underlying democratic ideal. We must stand ready to discuss to the last, and we must not be afraid of words or of confrontations, he said. Moreover, we must see to it that the increase in production and productivity made possible by technical

progress benefits man and is not merely intended to increase company profits.

He suggested that, generally, trade unions in Anglo-Saxon countries do not subscribe to such concepts of workers' claims in the aggregate, and limit their activity to negotiating collective agreements at the level of the business concern.

Message of the General Chaplain

In his message, Canon H. Pichette, CNTU Chaplain, said, in part, that man's activity, in the face of the increasing power of the State, should be exercised collectively and not privately. Hence the importance of sound intermediate bodies ready to make their contribution to the organization of society.

Canon Pichette urged trade union members to purposeful action, adding that trade unions will be called upon to play a vital and irreplaceable part in society because they are powerful and influential.

The Chaplain said that the beneficial effects of Christian ideology adopted by the CNTU had always been felt within that organization. These principles and values we take for granted, as we do the air we breathe but, when deprived of them, we realize how vital they are to us.

Trade unionism, said the speaker, is not like a candy distributing machine, and dispensing services to union members is not all it does. To improve their condition, members must make personal efforts and not simply wait for union leaders to take the initiative.

The Chaplain pointed out that workers feel insecure, fearing they may lose their jobs any day. This problem must be solved through joint action by the agents of economic life and by the public authorities.

Women members of the labour movement are in a position to contribute in their own way, and perhaps more generously to the movement. Their contribution will enable the labour movement to maintain its vitality and feeling, to be flexible and remain human.

According to Canon Pichette, the labour movement will enable civil servants to

achieve status as a responsible group and to channel their aspirations. He concluded by asserting that achieving freedom naturally entails taking on new responsibilities.

Strike at "La Presse"

The convention unanimously adopted a resolution giving full support to newspapermen and other organized members of the Montreal daily newspaper *La Presse* in their 3½-month-old strike.

It decided to support "with all its strength and all its means" the employees of *La Presse* who are members of three CNTU syndicates: *Syndicat des journalistes de Montréal* (Union of Montreal Newspapermen), *Syndicat de l'industrie du Journal* (Union of the Newspaper Industry) and the *Syndicat des employés de bureaux de journaux* (Union of the Employees of Newspaper Offices).

CNTU Headquarters

The convention adopted a resolution to transfer CNTU headquarters to Montreal. It was of the opinion that the metropolitan area was the most favourable for recruiting members. This campaign will be launched in the metal, chemical, mining and paper industries. It should be noted that the new building which will house the administrative offices of the congress will make it possible to group all the other bodies affiliated to this movement.

Civil Servants

The CNTU Convention gave full support to the campaign for organizing provincial civil servants who number 14,000 in the Quebec district. The Convention requested that provincial civil servants, the same as other workers, be granted freedom of association, the right to membership in a central labour body and the right to strike.

CNTU support to the CFU

The Convention gave full support to the Union Catholique des Cultivateurs (Catholic Farmers' Union) in its present campaign to secure a more equitable formula, as regards land taxes exacted from farmers.

The appointment of Bruce J. Legge, Q.C., as Chairman of the Workmen's Compensation Board of Ontario, in succession to Eugene E. Sparrow, who retired on account of illness, was announced by Premier Robarts in December. The appointment took effect January 1.

At the time of his appointment, Mr. Legge, a veteran of the Second World War, was District Solicitor for the Department of Veterans Affairs. He was also directing the Veterans' Bureau, which provides free legal representation for veterans before the Canadian Pension Commission. In addition, he was serving as Chairman of the Institute of Public Administration.

The new chairman recently served as Vice-Chairman of the Commission on the Reorganization of the Canadian Army, and Vice-Chairman of the Conference on Defence Associations.

Industrial Fatalities in Canada

during Third Quarter of 1964

Deaths from industrial accidents in third quarter of year totalled 331, of which 76 occurred in construction industry

Up to the end of November, the Department of Labour had received reports on 331* industrial fatalities that occurred in Canada during the third quarter of 1964.

During the previous quarter, 260 fatalities were recorded. This is 32 more than the previously published preliminary total of 228 (L.G., Oct., p. 862).

In the third quarter of last year, 361 fatalities were recorded—79 more than the preliminary figure of 282 (L.G., Jan., p. 28).

During the third quarter of 1964, there were two multi-fatality accidents, each of which brought death to three or more workmen and which together resulted in fatal injuries to seven.

Four representatives of the Coleman Construction Company of Edmonton, Alta., en route to survey a diversion dam, died in the wreckage of their twin-engine light aeroplane that crashed one mile east of Chateau, Mont., on August 26. Three labourers were electrocuted on September 28 in the mining community of Baie Verte, Nfld., when an aluminum ladder they were carrying came in contact with high voltage wires.

The largest number of fatalities, 76, occurred in the construction industry. Of the 76 fatalities, 33 were in miscellaneous construction, 27 in highways and bridges, and 16 in buildings and structures.

The 52 fatalities that were recorded in the transportation, storage and communication industry during the quarter were distributed as follows: 23 in local and highway transportation, 13 in railway transportation, 12 in water transportation, 3 in air transportation, and 1 in storage.

In the mining and quarrying industry, 28 of the 43 fatalities were in metal mining,

11 in non-metal mining and quarrying, and 4 in coal mining.

Of the 40 fatalities that occurred in the manufacturing industry, 12 each were in wood products and iron and steel products, 6 in paper products, 4 in transportation equipment, 2 each in non-metallic mineral products and chemical products, and 1 each in food and beverages, and in petroleum and coal products.

In the logging industry 37 fatalities were recorded.

The remaining 83 fatalities that occurred during the quarter were distributed as follows: 26 in the service industry, 23 in agriculture, 16 in trade, 10 in public utilities, and 8 in fishing and trapping.

An analysis of the 331 fatalities during the third quarter of 1964 shows that 77 (23 per cent) each were in the accident type groups of "falls and slips" and of "being struck by different objects".

Of the 77 fatalities that were caused by "falls and slips" all but five were falls from different levels, such as buildings, roofs, scaffolds, bridges, etc., into harbours, rivers, lakes, sea, shafts, pits, excavations, etc.

Of the 77 fatalities that were the result of "being struck by different objects," 56 were in the category of such objects as falling trees and limbs and landslides or cave-ins, etc.; 11 were the result of being struck by tools, machinery, cranes, etc.; and 10 were caused by moving vehicles.

Sixty-eight fatalities were caused by collisions, derailments, wrecks, etc.; 43 of these involved automobiles and trucks; 12 involved aircraft; 4 each involved railways, and tractors and loadmobiles; and 5 involved other transportation agencies.

(Continued on page 62)

The fatalities covered in this review are those that involved persons gainfully employed and that occurred during the course of, or arose out of their employment, including deaths resulting from industrial diseases.

Statistics on industrial fatalities are compiled by the the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

The number of fatalities that occur during the period under review is usually greater than indicated in the article and tables. However, fatalities that were not reported in time for inclusion are recorded in supplementary lists and the statistics revised accordingly in the next annual review.

Employment and Unemployment, December

Employment declined by 80,000 to 6,614,000 between November and December. The decrease was somewhat smaller than the average for the past several years.

Unemployment increased by an estimated 27,000 to 285,000, an unusually small increase for this time of year.

The unemployment rate in December represented 4.1 per cent of the labour force, compared with 5.1 per cent in December 1963 and 6.3 per cent in December 1962. In November 1964 the rate was 3.7 per cent. Seasonally adjusted, the unemployment rate was 4.0 per cent, down from 4.3 per cent in November.

The labour force, at 6,899,000, was 53,000 smaller than in November but 125,000 (1.8 per cent) larger than a year earlier.

Employment in December was 186,000 higher than a year earlier; unemployment was 61,000 lower.

Employment

About three quarters of the 80,000 decline in employment between November and December was in agriculture. In non-farm industries, employment held up much better than usual: the decrease of 22,000 was only about one-third as large as the average November-to-December decline in non-farm employment during the past decade.

Compared with a year earlier, total employment was up 186,000, or 2.9 per cent. Non-

farm employment increased by 246,000, or 4.2 per cent. Agricultural employment was an estimated 60,000 lower than a year earlier.

The largest gains in non-farm employment were in service and manufacturing. Most of the other non-farm industries shared in the year-to-year improvement, except forestry, which registered a moderate decline.

The number of men employed increased by 126,000, or 2.8 per cent, over the year. Women's employment increased by 60,000, or 3.2 per cent, compared with a year earlier; as usual, most of the increase was among married women.

Employment was higher than a year earlier in all regions. The largest percentage increases were in British Columbia, 5.2 per cent, and in the Atlantic regions, 4.7 per cent.

Unemployment

Unemployment increased by 27,000 to 285,000 between November and December, a relatively small increase for this time of year.

Compared with a year earlier, unemployment was down 61,000. Virtually all of the decrease was among men. Of the 285,000 unemployed in December, some 218,000—about three-quarters—had been unemployed for three months or less. An estimated 33,000 had been seeking work from four to six months, and 34,000 for seven months or more.

Unemployment rates were lower than a year ago in all regions.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	Dec. 1964	Dec. 1963	Dec. 1964	Dec. 1963	Dec. 1964	Dec. 1963	Dec. 1964	Dec. 1963
Metropolitan.....	2	3	8	9	2	—	—	—
Major Industrial.....	8	11	14	15	4	—	—	—
Major Agricultural.....	3	3	10	10	1	1	—	—
Minor.....	22	26	27	26	8	5	—	—
Total.....	35	43	59	60	15	6	—	—

This review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

CLASSIFICATION OF LABOUR MARKET AREAS—DECEMBER

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	QUEBEC-LEVIS St. John's ←	Calgary EDMONTON ← HALIFAX ← HAMILTON ← MONTREAL ← Vancouver-New Westminster Mission City WINDSOR ← Winnipeg	Ottawa-Hull Toronto	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non- agricultural activity)	CORNER BROOK ← GRANBY-FARNHAM- COWANSVILLE ← JOLIETTE ← MONCTON ← NEW GLASGOW ← OSHAWA ← SHAWINIGAN ← TROIS RIVIERES ←	BRANTFORD ← Cornwall ← FT. WILLIAM- PT. ARTHUR ← Kingston Lac St. Jean NIAGARA PENINSULA ← Peterborough Rouyn-Val d'Or Saint John SARNIA ← Sherbrooke Sydney-Sydney Mines TIMMINS-KIRKLAND- LAKE-NEW LISKEARD ← Victoria	Guelph Kitchener London Sudbury	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	CHARLOTTETOWN ← Riviere du Loup Thetford Mines- Megantic- Ste. Georges	BARRIE ← BRANDON ← CHATHAM ← LETHBRIDGE ← MOOSE JAW ← North Battleford Prince Albert REGINA ← SASKATOON ← YORKTON ←	Red Deer	
MINOR AREAS (labour force 10,000 to 25,000)	Bathurst BRACEBRIDGE ← BRIDGEWATER ← CAMPBELLTON ← CENTRAL VANCOUVER ISLAND ← DAUPHIN ← DAWSON CREEK ← DRUMMONDVILLE ← EDMUNDSTON ← Gaspé GRAND FALLS ← MONTMAGNY ← NEWCASTLE ← OKANAGAN VALLEY ← QUEBEC NORTH SHORE ← RIMOUSKI ← STE. AGATHE- ST. JEROME ← ST. STEPHEN ← SOREL ← SUMMERSIDE ← VICTORIAVILLE ← YARMOUTH ←	BELLEVILLE- TRENTON ← CHILLIWACK ← CRANBROOK ← DRUMHELLER ← FREDERICTON ← Kamloops KENTVILLE ← LACHUTE-STE. THERESE ← Lindsay MEDICINE HAT ← NORTH BAY ← OWEN SOUND ← Pembroke Portage la Prairie Prince George- Quesnel Prince Rupert ST. HYACINTHE ← St. Jean SAULT STE. MARIE ← SIMCOE ← SWIFT CURRENT ← TRAIL-NELSON ← Truro Valleyfield WALKERTON ← WEYBURN ← WOODSTOCK, N.B. ←	Beauharnois Brampton Galt Goderich Listowel St. Thomas Stratford Woodstock- Tillsonburg	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used see page 844, September 1964 issue.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Total civilian labour force (a).....</i> (000)	Dec. 12	6,899	- 0.8	+ 1.8
Employed..... (000)	Dec. 12	6,614	- 1.2	+ 2.9
Agriculture..... (000)	Dec. 12	521	-10.0	-10.3
Non-agriculture..... (000)	Dec. 12	6,093	- 0.4	+ 4.2
Paid workers..... (000)	Dec. 12	5,562	- 0.4	+ 4.5
At work 35 hours or more..... (000)	Dec. 12	5,519	+13.3	+ 1.0
At work less than 35 hours..... (000)	Dec. 12	912	-44.7	+13.0
Employed but not at work..... (000)	Dec. 12	183	+ 5.2	+18.8
Unemployed..... (000)	Dec. 12	285	+10.5	-17.6
Atlantic..... (000)	Dec. 12	42	+ 2.4	-16.0
Quebec..... (000)	Dec. 12	104	+ 7.2	-20.0
Ontario..... (000)	Dec. 12	76	+24.6	-14.6
Prairie..... (000)	Dec. 12	32	0.0	-13.5
Pacific..... (000)	Dec. 12	31	+14.8	-22.5
Without work and seeking work..... (000)	Dec. 12	271	+11.1	-16.9
On temporary layoff up to 30 days..... (000)	Dec 12	14	0.0	-30.0
<i>Industrial employment (1949=100).....</i>	October	134.4	- 1.3	+ 3.9
Manufacturing employment (1949=100).....	October	123.5	- 2.2	+ 3.5
<i>Immigration.....</i>	1st. 9 mos.	84,666	.....	+22.1
Destined to the labour force.....	1st. 9 mos.	43,048	.....	+24.0
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	December	48	- 15.8	+ 50.0
No. of workers involved.....	December	33,689	+123.4	+676.1
Duration in man days.....	December	460,260	+335.9	+1,101.1
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.).....	October	\$88.51	+ 0.6	+ 4.6
Average hourly earnings (mfg.).....	October	\$ 2.03	0.0	+ 3.6
Average hours worked per week (mfg.).....	October	41.6	- 0.2	+ 0.5
Average weekly wages (mfg.).....	October	\$84.46	- 0.4	+ 4.4
Consumer price index (1949=100).....	December	136.8	+ 0.7	+ 1.9
Index numbers of weekly wages in 1949 dollars (1949=100).....	October	148.9	- 0.6	+ 2.9
Total labour income..... \$000,000.	October	2,048	- 1.3	+ 8.9
<i>Industrial Production</i>				
Total (average 1949=100).....	November	226.7	+ 2.3	+ 7.5
Manufacturing.....	November	201.7	+ 1.9	+ 7.5
Durables.....	November	205.0	+ 4.0	+ 7.0
Non-durables.....	November	199.0	+ 0.3	+ 8.0
<i>New Residential Construction (b)</i>				
Starts.....	December	12,163	-40.1	-23.4
Completions.....	December	7,807	-28.6	-12.5
Under construction.....	December	89,950	+ 5.0	+13.5

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

National Rehabilitation Association

Conference told that techniques successful in rehabilitation must be applied in war on poverty, hears of new developments in prosthetic appliances, discusses ways to aid disadvantaged

More than 1,500 persons registered for the 1964 Conference of the National Rehabilitation Association. The NRA is a private non-profit corporation dedicated to the rehabilitation of handicapped persons.

The keynote speaker, Dr. Ben H. Bagdikian, Washington, D.C., spoke on "National Poverty and National Rehabilitation." Drawing the attention of the delegates to the contribution that rehabilitation can make toward a solution of the problem of poverty in our society, he emphasized that the important point in the "war on poverty" was not to disperse the symptoms but to attack the process that produces poverty.

Dr. Bagdikian said that, knowing many of the techniques that have been proved successful in returning disabled individuals to the active society, we must apply them to the condition of poverty.

Research—A general session on research advances, presided over by Miss Mary Switzer, Commissioner of the United States Vocational Rehabilitation Administration, provided a glimpse into future developments in prosthetic appliances. At Highland View Hospital in Cleveland, Dr. Charles Long is investigating the use of computers and their associated systems for directing the movements of powered arm braces for the paralyzed. A film depicted some of the work being done. The somewhat cumbersome apparatus was obviously for research purposes but it is hoped that the experiments will provide information which will have practical application for simpler apparatus for more general use.

Advances in design of artificial limbs were described by Dr. Sam Colachis, who showed a film of the work being done in prosthetic research at the University of California, Los Angeles. Excellent results have been obtained with limb sockets that come into total and direct contact with the skin. Changes in design of artificial legs enabled the amputees' weight to be taken off sensitive areas of a stump. Artificial muscles, powered by small carbon dioxide cylinders, that could, for example, bend an artificial arm at the elbow, were worn by some of the amputees in the film.

Automation—A session was held on automation and its effects on employment. The panel was composed of Dr. Charles Bowen, Manager of Educational Projects for International Business Machines; Dr. William Gomberg, Professor of Industry, University of Pennsylvania; Dr. Emanuel Mesthene, Executive Director of Harvard's Technology and Space Program; and Dr. Walter Neff, Director of Research for the Institute for Crippled and Disabled in New York.

Dr. Bowen said that automation created new kinds of jobs and it presented a challenge to society to educate and train people to meet these changes. Rehabilitation offered a unique approach, which could apply throughout the whole economy, to the whole problem of relating the individual to employment.

Dr. Neff said that rehabilitation workshops should be "vestibules to the open labour market" and not "refuges from it," warning also to avoid training people for work situations that are becoming extinct.

New Programs—New programs aimed at helping young job-seekers (16 to 21 years of age), the hard-core unemployed, juvenile delinquents and homeless men were described at the closing session presided over by the Hon. William P. Young, Pennsylvania Secretary of Labor and Industry. Some of the techniques used in the "Mobilization for Youth" program in New York City to increase employability of these youths, many of whom are school drop-outs and suffer three times the general unemployment rate, are pre-vocational training, academic upgrading, training-on-the-job, counselling, psychological testing, social casework and legal aid. Ordinary vocational training in a technical school is usually too demanding for these youngsters. In two years, 400 young people have gone through the project and most have been placed in regular employment.

In all of these projects many of the techniques required are those presently in use in the vocational rehabilitation program. Research is now being carried on to determine the best way of extending these vocational rehabilitation techniques to other disadvantaged groups.

Retraining the Middle-Aged

People over 40 have special learning problems but are well worth retraining, director of research unit into problems of industrial retraining at United Kingdom university has found

That "people over 40 show special learning problems but are well worth retraining" is the experience of Dr. Eunice Belbin, Director, Research Unit into Problems of Industrial Retraining, University College, London. Dr. Belbin's experiments in older worker training indicate that older trainees learn better by discovery rather than memorizing.

In an article* published in *New Society*, she points out that for the majority of those in industry who have to change jobs in middle age, loss of status or income, or both, are the expected consequences of aging. The possession of a skill for which there is an effective demand, however, offers a man a much greater measure of security.

Will Need Retraining

How often is the displaced worker given training for a new skill? One survey in the United States showed that at the age of 40 a man may on average be expected to engage in two or more job changes before he retires. That advancing technology necessitates changes in occupations and that a growing proportion of workers will need retraining is beginning to gain acceptance.

The article states that a number of surveys of employer opinion have testified to the merits of middle-aged and older workers—their conscientiousness, good time-keeping, relatively high sense of responsibility, loyalty, etc. These surveys indicate that it is in the interest of the employer for middle-aged people to be taken on and trained.

But this does not happen. The main reason appears to be that there is still an ingrained belief in industry that a middle-aged man is generally too old to learn new skills.

Dr. Belbin explains that older workers are at a disadvantage from the start: in general, their level of education is lower than that of younger workers, and their existing skills may be out of date. Further, there is some evidence that not only do they take longer to learn, but in some cases they appear

incapable of achieving the standards attained by younger workers. There are also personal difficulties for the older trainee.

Despite these difficulties, middle-aged workers had been successfully retrained, stated Dr. Belbin, and from these cases principles have been evolved, e.g., learning by discovery—by doing—is better than learning totally by instruction, which allows the trainee to become mentally passive.

Although the middle-aged are remarkably good at acquiring information, they have relative difficulty in retaining what they have learned. For example, it was found that if a man had to learn A then B then C, he would learn each one well, but would not remember A while he was learning B. In practice, it was better for him to learn A then revise A with the learning of B, then revise A and B with the learning of C.

Further, it was found that he prefers relatively long sessions of practical work where he can see an end point to his studies and can arrive there "under his own steam and in his own time."

Another problem in training the middle-aged is the difficulty of "unlearning." Once an idea has been learned and accepted by him it becomes very difficult for him to forget this idea in favour of another one. Thus, it is most important for him to learn the material or process correctly in the first place.

Lack of Confidence

A middle-aged man finds it very difficult to be "paced" in his learning either by his fellow trainees or the fixed speed of a machine or production system. He is often hampered by lack of confidence. Not only has the older man a fear of new machines, he also has a fear of new jobs, new learning situations and a fear that he will not reach his old standard on new work.

The problems surrounding a change of job in middle age have not excited a great deal of interest in the past, and for most people occupational mobility after 40 has been regarded as something exceptional. But if a country is to make full use of manpower, a system of training geared to the special requirements of the older worker becomes necessary.

*Dr. Belbin's article will be contained in the Spring issue of *Rehabilitation in Canada* and reprints will then be available on request from the Division on Older Workers, Civilian Rehabilitation Branch, Department of Labour.

Absenteeism and Women Workers

Telephone company's probe of employees' attendance records finds that absence rates for women are higher than for men

Growing concern for the health and well being of the staff has recently prompted a careful examination of employees' attendance records by the Bell Telephone Company of Canada.

It was found that total absence rates were somewhat higher for women than for men, rates for absence due to disability—absence of eight or more full calendar days—were almost equal for men and women, and for absence due to incidental reasons—absence of less than eight full calendar days—the rate for women was almost double that for men. Further, the absence rate among women for incidental reasons alone was higher than the total absence rate for men.

The Company Medical Department questioned this disparity and decided to probe further. A special sickness absence study was carried out. The attendance records of some 14,000 women were carefully examined, and each followed by personal interview.

The same general picture was evident throughout the various departments and geographic areas of the Company's operations. A number of significant highlights emerged:

- Two thirds of the total absence of female employees is related to the incidental absence portion.

- Relatively high rates of incidental absence can and will persist if acceptable to management.

- The absence rate for married women is 30 per cent higher than for single women.

- The under 30 age group have the highest rates of absence.

- Sickness absences beginning on Mondays are 40 per cent higher than on any other day.

- Groups under female supervision have an absence record 30 per cent higher than those supervised by males.

- The larger the size of the group under one supervisor the higher the absence rate.

- “Absence-prone” employees establish their attendance patterns early in their careers.

- There are as many “absence-prone” employees in the older age groups (and with long service) as in the younger age groups.

The study further revealed that the majority of women, 83 per cent, presented no special problem concerning absence. A minority, 16½ per cent of the total, accounted for 47 per cent of the total cases and 43 per cent of all days lost.

These observations make it difficult to justify the high incidental absence rate solely on health grounds. Factors influencing

incidental absenteeism seem to focus more on matters such as management's attitude to attendance, the employee's estimate of her job, its importance on the over-all operation, her age, marital status and other commitments. The fact that the routine simple repetitive jobs in the lower echelons are generally grouped in larger units under female supervisors added to the tendency of incidental absenteeism for reasons, again, not directly attributable to health.

The report, published as a directive to management, explores the possibility of improving absenteeism records.

Recommendations—The excellent attendance record achieved by the majority of the female staff should be commended. At the same time the small proportion who are offenders should be made aware of the situation and of management's attitude, on an individual personal basis, if necessary. The “absence-prone” employee should be given a clear understanding of her individual role in the picture. She should be made aware of the fact that a small portion of the staff accounts for a large portion of incidental absence involving millions of dollars in cost to the Company.

In view of the higher incidence of absence for non-management employees and married women, it may be that the employee is not sufficiently informed by management of her job performance rating nor of the significance of her role in the company.

Explanations given for repeated absence should be subjected to closer scrutiny through regular periodic review of attendance records, followed up by personal interviews where warranted.

If the reasons for an individual's frequent absences indicate health problems, the supervisor should, after discussion and mutual agreement, suggest referral to the medical department. However, careful judgment should be exercised in assessing the absence picture, bearing in mind that not all absence is unwarranted. The Company recognizes that there are some human needs which cannot possibly be met outside of working hours. Individual attention and sympathetic understanding promote the dignity and value of each employee in her job and help to enhance her self-esteem. The company's “approach should always be to find out the reason and assist the employee towards the solution of these problems”.

Collective Bargaining Scene

Agreements covering 500 or more employees,
excluding those in the construction industry

Part I—Agreements Expiring During January, February and March

(except those under negotiation in December)

Company and Location	Union
Air Canada, system-wide	Air Line Flight Attendants (CLC)
Atomic Energy of Canada, Chalk River & Deep River, Ont.	Atomic Energy Allied Council (AFL-CIO/CLC)
Cdn. Industries Limited, Brownsburg, Que.	Mine Wkrs. (Ind.)
Eastern Canada Stevedoring & other companies, Toronto, Ont.	ILA (AFL-CIO/CLC)
Eldorado Mining & Refining, Eldorado, Sask.	Mine, Mill & Smelter Wkrs. (Ind.)
Electric Autolite, Sarnia, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Fairey Aviation, Eastern Passage, N.S.	Machinists (AFL-CIO/CLC)
Fraser Valley Milk Producers' Assn. & other dairies, Vancouver & New Westminster, B.C.	Teamsters (Ind.)
Fur Trade Assn. of Canada, Montreal, Que., Toronto, Ont. & Winnipeg, Man.	Butcher Workmen (AFL-CIO/CLC)
Hamilton City, Ont.	Public Empl. (CLC) (inside empl.)
Hamilton City, Ont.	Public Empl. (CLC) (outside empl.)
Hawker Siddeley (Canadian Car Div.), Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Hotel Chateau Laurier (CNR), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hotel Empress (CPR), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)
John Inglis Co. Limited, Toronto & Scarborough, Ont.	Steelworkers (AFL-CIO/CLC)
Kerr-Addison Gold Mines, Virginiatown, Ont.	Empl. Assn. (Ind.)
Ladies' Cloak & Suit Mfrs. Assn., Winnipeg, Man.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Manitoba Hydro	IBEW (AFL-CIO/CLC)
Manitoba Telephone System	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Manitoba Telephone System	IBEW (AFL-CIO/CLC) (electrical craft empl.)
Miramichi River ports shippers, N.B.	Miramichi Trades & Labour (Ind.)
New Brunswick Power Commission, province-wide	IBEW (AFL-CIO/CLC)
Quebec Iron & Titanium, Sorel, Que.	Metal Trades' Federation (CNTU)
Rothmans of Pall Mall Canada Ltd., Quebec, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
St. Boniface General Hospital, St. Boniface, Man.	Empl. Union of Hospital Institutions (Ind.)
Saint John Shipbuilding & Dry Dock, Saint John, N.B.	Machinists (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC) & Marine Wkrs. (CLC)
Saskatchewan Government	Sask. Govt. Empl. Assn. (Ind.) (labour service empl.)
Saskatoon City, Sask.	Public Empl. (CLC) (inside & outside empl.)
Silverwood Dairies, Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Steinberg's Ltd., Island of Montreal, Que.	Steinberg's Empl. Protective Assn. (Ind.)
Steinberg's Ltd., Island of Montreal, Que.	Steinberg's Warehouse & Transport Empl. Assn. (Ind.)
Toronto Electric Commissioners, Toronto, Ont.	Public Empl. (CLC)
Winnipeg City, Man.	Public Empl. (CLC)

Part II—Negotiations in Progress During December

(except those concluded in December)

Bargaining	Union
Company and Location	
Alberta Government Telephones	IBEW (AFL-CIO/CLC) (plant empl.)
Alberta Government Telephones	IBEW (AFL-CIO/CLC) (traffic empl.)
American Can Co. of Canada, Hamilton, Simcoe, Ont. & Montreal, Que.	CLC-chartered locals
Anaconda American Brass, New Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Asbestos Corp. & Flintkote Mines, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
Assn. des Marchands Détaillants (Produits Alimentaires), Quebec, Que.	Commerce & Office Empl. (CNTU)
Automotive Transport Labour Relations Assn., B.C.	Teamsters (Ind.)
B.C. Hotels Assn., New Westminster, Burnaby & Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
B.C. Hydro & Power Authority	Office Empl. (AFL-CIO/CLC)
Bell Telephone Co. of Canada, Que. & Ont.	Traffic Empl. Assn. (Ind.)
Brewers Warehousing, province-wide, Ont.	Brewery Wkrs. (AFL-CIO/CLC)

Company and Location

Union

Burnaby District, B.C.	Public Empl. (CLC) (outside, inside empl. & foremen)
Calgary City, Alta.	Public Empl. (CLC) (inside empl.)
Calgary City, Alta.	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Calgary Power & Farm Electric Services, Alta.	Calgary Power Empl. Assn. (Ind.)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Cdn. Cannery, Vancouver & Penticton, B.C.	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. Johns-Manville, Asbestos, Que.	Mining Empl. Federation (CNTU)
Cdn. Lithographers' Assn., Toronto, Hamilton, London, Ottawa, Ont. & Montreal, Que.	Lithographers (Ind.)
Catelli Food Products, Montreal, Que.	Bakery Wkrs. (CLC)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Compagnie Miron Ltée, Ville St-Michel, Que.	Cement Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Nicauba, Que.	Bush Wkrs., Farmers' Union (Ind.)
Consolidated Paper, Treche Dist., Que.	Bush Wkrs., Farmers' Union (Ind.)
Consumers Glass, Ville St. Pierre, Que.	CNTU-chartered local
Continental Can Co. of Canada, St. Laurent, Que.	Steelworkers (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
Dominion Coal, Glace Bay, N.S.	Mine Wkrs. (Ind.)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
Firestone Tire & Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Ford Motor Co. of Canada, Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC) (office empl.)
Fry-Cadbury Ltd., Montreal, Que.	Bakery Wkrs. (CLC)
Garment Mfrs. Assn. of Western Canada, Winnipeg, Man.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
General Steel Wares & Easy Washing Machine, London, Toronto, Ont. & Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Goodyear Tire & Rubber, Bowmanville, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Goodyear Tire & Rubber, New Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
H. J. Heinz Co. of Canada, Leamington, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Hospitals (7), Three Rivers, Cap de la Madeleine, Grand'Mere, Shawinigan & La Tuque, Que.	Service Empl. Federation (CNTU)
Lake Asbestos of Quebec, Black Lake, Que.	Mining Empl. Federation (CNTU)
Lakehead terminal elevators, Fort William & Port Arthur, Ont.	Railway Clerks (AFL-CIO/CLC)
London City, Ont.	Public Empl. (CLC) (outside empl.)
Walter M. Lowney Co., Sherbrooke, Que.	Bakery Wkrs. (CLC)
Maritime Tel. & Tel., province-wide, N.S.	IBEW (AFL-CIO/CLC) (plant empl.)
Massey-Ferguson, Toronto, Brantford & Woodstock, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Molson's Brewery Quebec Ltd., Montreal, Que.	Molson's Empl. Assn. (Ind.)
Montreal City, Que.	Fire Fighters (AFL-CIO/CLC)
Montreal City, Que.	Public Service Empl. Federation (CNTU) (inside empl.)
Montreal City, Que.	Public Empl. (CLC) (outside empl.)
Montreal Transportation Commission, Montreal, Que.	Public Service Empl. Federation (CNTU)
National Harbours Board, Montreal, Que.	CNTU-chartered local
Northern Electric, Belleville, Ont. & Montreal, Que.	Northern Electric Empl. Assn. (Ind.)
Northern Electric, Montreal, Que.	Northern Electric Office Empl. Assn. (Ind.)
Northern Electric, Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC) (shop, warehouse & installation empl.)
Ocean Cement Limited, Greater Vancouver, Fraser Valley & Vancouver Island, B.C.	Teamsters (Ind.)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Phillips Cables Ltd., Brockville, Ont.	IUE (AFL-CIO/CLC)
Provincial Transport, Montreal, Que.	Public Service Empl. Federation (CNTU)
Quebec North Shore Paper, Baie Comeau, Franquelin & Shelter Bay, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Restigouche Forest Employers, northern N.B.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Royal Alexandra Hospital, Edmonton, Alta.	Public Empl. (CLC)
Royal Victoria Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Saskatchewan Government Telephones	Communications Wkrs. (AFL-CIO/CLC)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask.	CLC-chartered local & Public Empl. (CLC)
Telegram Publishing, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Toronto General Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Vancouver Police Commissioners Board, B.C.	B.C. Peace Officers (CLC)
Vancouver City, B.C.	Fire Fighters (AFL-CIO/CLC)
Vancouver City, B.C.	Public Empl. (CLC) (inside empl.)
Victoria Hospital, London, Ont.	Building Service Empl. (AFL-CIO/CLC)
Hiram Walker & Sons, Walkerville, Ont.	Distillery Wkrs. (AFL-CIO/CLC)
Winnipeg City, Man.	Fire Fighters (AFL-CIO/CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)

Conciliation Officer

Company and Location	Union
Campbell Chibougamau Mines, Chibougamau, Que.	Steelworkers (AFL-CIO/CLC)
Cdn. Lake Carriers Negotiating Committee	Seafarers (AFL-CIO) (unlicensed personnel)
Consolidated Paper, Les Escoumins, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste. Anne de Portneuf, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Dominion Bridge, Lachine & Longue Pointe, Que.	Steelworkers (AFL-CIO/CLC)
DuPont of Canada, Kingston, Ont.	Mine Wkrs. (Ind.)
Edmonton City, Alta.	Public Empl. (CLC) (outside empl.)
Northern Forest Products, Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Steel Co. of Canada, Montreal, Que.	Steelworkers (AFL-CIO/CLC)

Conciliation Board

Algoma Ore Properties, Wawa, Ont.	Steelworkers (AFL-CIO/CLC)
Algoma Steel Corp., Sault Ste. Marie, Ont.	Steelworkers (AFL-CIO/CLC)
CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)
Cdn. Acme Screw & Gear, Monroe Acme, Galt Machine & Maremont Acme, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Ford Motor Co. of Canada, Windsor, North York, Oakville & Crowland, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Outboard Marine, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)
Shawinigan Water & Power, province-wide, Que.	Public Service Empl. Federation (CNTU)

Post-Conciliation Bargaining

B.C. Towboat Owners' Assn.	Merchant Service Guild (CLC) & Railway, Transport & General Wkrs. (CLC)
Canada Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)
Chrysler Corp. of Canada, Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Coal Operators' Assn. of Western Canada, Alta. & B.C.	Mine Wkrs. (Ind.)
Steel Co. of Canada (Canada Works), Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
Steel Co. of Canada (Hamilton Works), Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)

Arbitration

Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)

Work Stoppage

Nfld. Employers' Assn., St. John's, Nfld.	Longshoremen's Protective Union (Ind.)
Quebec Liquor Board, province-wide	CNTU-chartered locals (retail, warehouse & office empl.)

Part III—Settlements Reached During December

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

Abitibi Power & Paper, northern Ont.—Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC): 2-yr. agreement covering 1,750 empl.—general wage increases for day wkrs. (time work rates) of 11¢ an hr. retroactive to Sept. 1, 1964 and 11¢ an hr. eff. Sept. 1, 1965; basic piece work rates increased by 2½% retroactive to Sept. 1, 1964 and 2½% eff. Sept. 1, 1965; vacation pay of 2% of gross earnings after working 30 days, 4% of gross earnings after working 625 days (formerly after 750 days), 6% of gross earnings after working 2,085 days (formerly after 2,500 days); company contributions toward surgical and hospital care plan increased for married empl. to \$4 a mo. (previously \$2.50 a mo.) retroactive to Sept. 1, 1964 and to \$6 a mo. eff. Aug. 31, 1965, and for single empl. to \$4 a mo. (previously \$2.50 a mo.) eff. Aug. 31, 1965; second and third shift differentials increased to 7¢ and 8¢ an hr. respectively (formerly 6¢ and 7¢); sick benefit allowance increased to maximum of 20 days (formerly 12 days); rate for labourer to be \$2.12 an hr. after Sept. 1, 1965; agreement to expire Aug. 31, 1966.

Cdn. Kodak, Mount Dennis, Ont.—Chemical Wkrs. (AFL-CIO/CLC): 2-yr. agreement, with wage reopen at end of first yr., covering 800 empl.—general wages increases ranging from 7¢ to 11¢ an hr. for men and from 7¢ to 8¢ an hr. for women, eff. Nov. 13, 1964; 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); agreement to expire Nov. 7, 1966.

Dominion Rubber (Papineau Factory), Montreal, Que.—Distillery Wkrs. (AFL-CIO/CLC): 27-mo. agreement covering 530 empl.—general wage increases totalling 8.1¢ an hr. spread over period of agreement, with initial increase eff. Dec. 14, 1964; rate for labourer will be \$1.83 an hr.; agreement to expire March 1, 1967.

Dominion Stores, Hamilton, London & other centres, Ont.—Retail, Wholesale Empl. (AFL-CIO/CLC): 2-yr. agreement covering 700 empl.—wage increases of \$5 a wk. retroactive to May 1, 1964, \$2 a wk. eff. May 1, 1965, and for London additional \$2 a wk. eff. Nov. 1, 1965; 3 wks. vacation after 8 yrs. of service (formerly after 10 yrs.); rates for male and female clerks will be \$82.50 and \$74.50 a wk., respectively; agreement to expire May 1, 1966.

Domtar Newsprint (Nipigon Woodlands Dept.), Nipigon, Ont.—Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC): 2-yr. agreement covering 550 empl.—general wage increases for day wkrs. (time work rates) of 11¢ an hr. retroactive to Sept. 1, 1964 and 11¢ an hr. eff. Sept. 1, 1965; basic piece work rates increased by 2½% retroactive to Sept. 1, 1964 and 2½% eff. Sept. 1, 1965; vacation pay of 2% of gross earnings after working 30 days, 4% of gross earnings after working 625 days (formerly after 750 days), 6% of gross earnings after working 2,500 days; company contributions toward medical, surgical and hospital care plan increased for married empl. to \$4 a mo. (previously \$2.50 a mo.) retroactive to Sept. 1, 1964 and to \$6 a mo. eff. Aug. 31, 1965, and for single empl. to \$4 a mo. (previously \$2.50 a mo.) eff. Aug. 31, 1965; second and third shift differentials increased to 7¢ and 8¢ an hr. respectively (formerly 6¢ and 7¢); sick benefit allowance increased to maximum of 20 days (formerly 12 days); rate for labourer \$2.12 an hr. after Sept. 1, 1965; agreement to expire Aug. 31, 1966.

Edmonton City, Alta.—Public Empl. (CLC) (clerical empl.): 2-yr. agreement covering 1,400 empl.—general wage increases of 3½% retroactive to Jan. 1, 1964 and 3% eff. Jan. 1, 1965; agreement to expire Dec. 31, 1965.

Edmonton City, Alta.—IBEW (AFL-CIO/CLC): 21-mo. agreement covering 550 empl.—general wage increases of 3½% in 1964 and 2½% in 1965; additional adjustment in rate of power lineman; agreement to expire Sept. 30, 1965.

General Motors of Canada & subsidiaries, Oshawa, Windsor, St. Catharines, Scarborough & London, Ont.—Auto. Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 18,000 empl.—settlement pay of \$15 for empl. on payroll during pay period ending Dec. 6, 1964; annual improvement factor of 6¢ an hr. or 2½%, whichever is greater, maintained, such general wage increases taking effect Dec. 1964 and Nov. 8, 1965; annual improvement factor to be increased to 7¢ an hr. or 2.8%, whichever is greater, eff. Nov. 7, 1966; additional wage increases of 5¢ an hr. for unskilled empl. and 12¢ an hr. for skilled empl. eff. Dec. 1964; 1¢ an hr. set aside eff. Dec. 1964 to be allocated to wage inequities; 10¢ of existing cost-of-living allowance incorporated into regular wage rates eff. Jan. 4, 1965; Dec. 24 and Dec. 31 (formerly half holidays) to be full holidays and Boxing Day to be tenth paid holiday; amendments to vacation plan: 80 hrs. (formerly 40 hrs.) after 1 yr. of service, 100 hrs. (formerly 60 hrs.) after 3 yrs. of service, 120 hrs. (formerly 80 hrs.) after 5 yrs. of service, 140 hrs. (formerly 100 hrs.) after 10 yrs. of service and 160 hrs. (formerly 120 hrs.) after 15 yrs. of service; company-paid Blue Cross Prescription Drug Plan adopted; weekly sickness and accident benefits ranging from \$60 to \$95 to be payable up to 52 weeks (formerly 26 weeks); group life insurance to range from \$6,000 to \$9,000; paid up life insurance after age 65 to be \$1,500 after 10 yrs. participation and to range from \$1,800 to \$2,700 after 20 yrs. participation; provision for up to 3 days bereavement leave introduced; company to assume full cost (formerly maximum of \$100) of registration fees and tuition of apprentices; tuition refund plan for empl. completing part-time job-related classes to provide refunds up to \$250 a yr.; pension plan stipulates automatic retirement at age 69, normal retirement at age 65 and early retirement at or after age 55; basic pension at age 65 to be \$4.25 a mo. per yr. of service (formerly \$2.80) for empl. retiring on or after Nov. 1, 1964; supplementary pension from ages 65 to 69 to be \$4.25 a mo. per yr. of service up to 30 yrs. and to be reduced at age 70 to \$1.75 a mo. per yr. of service to a maximum of \$52.50 for empl. retiring on or after Nov. 1, 1964 (formerly \$1.80 a mo. per yr. of service payable only to age 70); same basic and supplementary pensions for early retirement at or after age 55 for empl. retired by company or under mutually satisfactory conditions after 10 yrs. of service; same basic and supplementary pensions for empl. retiring early voluntarily at age 62 and gradually reduced benefits for voluntary retirement at ages 55 to 61 (to qualify, empl. must have 10 yrs. of credited service between ages 60 and 65, or age and yrs. of credited service must total 85 for voluntary retirement between ages 55 and 60); supplementary pension for empl. who retired before Nov. 1, 1964 to be increased by \$1.45 a mo. per yr. of service, superseding 25¢ a mo. per yr. of service for empl. who retired before Nov. 1, 1961; survivors' benefit for empl. who retired before Nov. 1, 1964 to be 55% of increased monthly pension; vested deferred pension to be \$4.25 a mo. per yr. of service after 10 yrs. of service payable at age 65 or reduced at age 60, and age limit of 40 under previous arrangement to be removed; new survivor income benefits; maximum weekly benefit under SUB plan to be \$50 (formerly \$40) plus \$1.50 for each dependent up to 4 dependents and to be available also to empl. who have exhausted unemployment insurance benefits; scheduled short work week benefit to be 75% of earnings (formerly 65%); earnings from other employers to be disregarded in SUB calculations; separation pay to range from 50 hrs. after 1 yr. of service (formerly after 2 yrs.) to 2,080 hrs. (formerly 1500 hrs.) after 30 yrs. of service; agreement to expire Oct. 1, 1967.

Great Lakes Paper, Fort William, Ont.—Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC): 2-yr. agreement covering 800 empl.—general wage increases for day wkrs. (time work rates) of 11¢ an hr. retroactive to Sept. 1, 1964 and 11¢ an hr. eff. Sept. 1, 1965; basic piece work rates increased by 2½% retroactive to Sept. 1, 1964 and 2½% eff. Sept. 1, 1965; vacation pay of 2% of gross earnings after working 30 days, 4% of gross earnings after working 625 days (formerly after 750 days), 6% of gross earnings after working 2,085 days (formerly after 2,500 days); company contributions toward medical, surgical and hospital care plan increased for married empl. to \$4 a mo. (previously \$2.50 a mo.) retroactive to Sept. 1, 1964 and to \$6 a mo. eff. Aug. 31, 1965, and for single empl. to \$4 a mo. previously \$2.50 a mo.) eff. Aug. 31, 1965; second and third shift differentials increased to 7¢ and 8¢ an hr., respectively (formerly 6¢ and 7¢); sick benefit allowance increased to maximum of 20 days (formerly 12 days); rate for labourer \$2.12 an hr. after Sept. 1, 1965; agreement to expire Aug. 31, 1966.

Hotel Queen Elizabeth, Montreal, Que.—Hotel Empl. (AFL-CIO/CLC), Firemen & Oilers (AFL-CIO/CLC) & Laundry Wkrs. (CLC): 3-yr. agreement covering 1,000 empl.—wage increases ranging from 3¢ an hr. to 5¢ an hr. and \$.50 a day to \$3.27 a day retroactive to Oct. 25, 1964 and additional increases for certain occupations of 2¢ an hr. and 3¢ an hr. and of \$.50 a day and \$1.20 a day eff. Oct. 25, 1965; all gratuity empl. to work 5-day 40-hr. wk. (formerly 48 hrs.) and rate of pay for work on the sixth or seventh consecutive day to be time and one half; either St. Jean Baptiste Day or Thanksgiving Day, at company's discretion, to be additional paid holiday in 1967; agreement to expire Oct. 24, 1967.

(Continued on page 68)

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during November. The Board granted 14 applications for certification, ordered two representation votes, rejected three applications for certification and rejected one application for revocation of certification. The Board also rejected an application under Section 61(2) of the Act for review of an earlier decision, allowed the withdrawal of one such application, and granted an application under Section 19(2) of the Act for a provision for grievance procedure. During the month, the Board received seven applications for certification, and allowed the withdrawal of two applications for certification.

Applications for Certification Granted

1. District 50, United Mine Workers of America, Local Union 13946, on behalf of a unit of seamen, oilers and cooks employed aboard the *M. V. Cacouna* and *M. V. Polaris Explorer* by Polaris Shipping Ltd., Quebec, Que. (L.G., Nov., p. 986). The Seafarers' International Union of Canada had intervened.

2. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Scott Misener Steamships Limited, Port Colborne, Ont. (L.G., Nov., p. 987).

3. District 50, United Mine Workers of America, Local Union 13946, on behalf of a unit of unlicensed personnel employed by Agence Maritime Inc., Quebec, Que. (L.G., Dec., p. 1105).

4. District 50, United Mine Workers of America, Local Union 15377, on behalf of a unit of deck officers and a unit of marine engineers employed by Agence Maritime Inc., Quebec, Que. (L.G., Dec., p. 1106). The Canadian Merchant Service Guild, Inc., Eastern Branch, had intervened.

5. Brotherhood of Locomotive Firemen and Enginemen on behalf of a unit of locomotive engineers employed by the New York Central Railroad Company as lessee of the Michigan Central Railroad and sub-lessee of the Canada Southern Railway (L.G., Nov., p. 987). The Brotherhood of Locomotive Engineers had intervened.

6. United Steelworkers of America on behalf of a unit of shed employees employed

by Eastern Canada Stevedoring (1963) Ltd., Sept-Iles, Que. (L.G., Oct., p. 878).

7. United Steelworkers of America on behalf of a unit of linesmen employed by Eastern Canada Stevedoring (1963) Ltd., Sept-Iles, Que. (L.G., Oct., p. 878).

8. Teamsters, Chauffeurs, Warehousemen and Helpers Local Union 927 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed in New Brunswick and Nova Scotia by Boston & Rockland Transportation Company Limited, Yarmouth, N.S. (L.G., Nov., p. 988).

9. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of pilots employed by Island Airlines Ltd., Campbell River, B.C. (L.G., Dec., p. 1107).

10. International Association of Machinists on behalf of a unit of clerical and technical personnel employed by the Quebec North Shore and Labrador Railway Company, in its Mechanical Department at Sept-Iles, Que. (L.G., Dec., p. 1107).

11. Canadian Brotherhood of Railways, Transport and General Workers on behalf of a unit of employees of Veteran Transfer Limited, Edmonton, Alta. (L.G., Dec., p. 1107).

12. District 50, United Mine Workers of America, Local Union 15410, on behalf of a unit of unlicensed personnel employed by Cooperative de Transport Maritime et Aerien, Cap aux Mueles, Ile de La Madeleine, Que. (L.G., Dec., p. 1107).

13. District 50, United Mine Workers of America, Local Union 15405, on behalf of a unit of licensed personnel employed by Cooperative de Transport Maritime et Aerien, Cap aux Mueles, Iles de la Madeleine, Que. (L.G., Dec., p. 1107).

14. Canadian Transportation Workers' Union, No. 186, National Council of Canadian Labour, on behalf of a unit of employees of Glengarry Transport Ltd., working in and out of its terminals at Alexandria and Toronto in Ontario and Montreal in Quebec (L.G., Dec., p. 1107).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Representation Votes Ordered

1. Canadian Brotherhood of Railway, Transport and General Workers, applicant, and A. Escott Co. Ltd., North Vancouver, B.C., respondent (unlicensed employees) (L.G., Dec., p. 1107) (Returning Officer: G. H. Purvis).

2. Seafarers' International Union of Canada, applicant, Orleans Navigation Inc., St.-Laurent, Ile d'Orleans, Que., respondent (marine engineers), and District 50, United Mine Workers of America, intervener. The Board ordered that only the name of the applicant appear on the ballot. (L.G., Dec., p. 1107). (Returning Officer: R. L. Fournier).

Applications for Certification Rejected

1. Seafarers' International Union of Canada, applicant, Orleans Navigation Inc., St.-Laurent, Ile d'Orleans, Que., respondent, and District 50, United Mine Workers of

America, Local Union 13946, intervener (L.G., Dec., p. 1105). The application was rejected for the reason that it was not supported by a majority of the wheelmen, seamen, and cooks affected in the representation vote conducted by the Board.

2. Seafarers' International Union of Canada, applicant, Agence Maritime Inc., Quebec, Que., respondent (unlicensed personnel) and District 50, United Mine Workers of America, Local Union 13946, intervener. (L.G., Dec., p. 1107). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

3. Canadian Merchant Service Guild, Inc., Eastern Branch, applicant, Agence Maritime Inc., Quebec, Que., respondent (deck officers) and District 50, United Mine Workers of America Local Union 15377, intervener (L.G., Dec., p. 1106). The application was rejected for the reason that it was

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

not supported by a majority of the employees affected in the representation vote conducted by the Board.

Application for Revocation Rejected

The Board rejected an application for revocation of certification affecting Floyd Barkwell, *et al.*, applicants, Liquid Cargo Lines Limited, Clarkson, Ont., respondent, and the General Truck Drivers Union Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent (L.G., Dec., p. 1107).

Request under Section 61(2) Rejected

The Board rejected a request by Peter Rempel, *et al.*, for review of its Order of June 7, 1961 that certified the National Association of Broadcast Employees and Technicians as bargaining agent for a unit of employees of Channel Seven Television Limited, Winnipeg, Man. (L.G., Dec., p. 1108). The request sought the exclusion from the bargaining unit of the classifications of transmitter technician, videotape supervisor, and maintenance technician. The request was denied for the reason that no grounds were put forward at the hearing before the Board on June 7, 1961 that would warrant the exclusion of employees of the respondent company classified as videotape supervisor, transmitter technician and maintenance technician from the unit of employees that the Board found appropriate for collective bargaining; that the inclusion of such classifications of employees in bargaining units had been found appropriate by the Board in dealing with a number of medium-sized and small television stations throughout Canada; and that no evidence had been put forward in the application for reconsideration that would lead the Board to vary its decision in the present case.

Application under Section 19 Granted

The Board granted an application under Section 19 of the Act for a provision for the final settlement of differences concerning the meaning or violation of a collective agreement affecting Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union 91; and General Truck Drivers, Local Union 938, and Transport Drivers, Warehousemen and Helpers Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (in substitution for the Taggart Employees Association pursuant to Section 10(c) of the Act) applicant; and Taggart Service Limited, Ottawa, Ont., respondent (L.G., Dec., p. 1108).

Applications for Certification Received

1. International Longshoremen's Association, Local 1657, on behalf of a unit of

checkers and cargo repairmen employed in the Port of Montreal by various companies as represented by The Shipping Federation of Canada Inc. (Investigating Officer: R. L. Fournier).

2. Transport Drivers, Warehousemen and Helpers Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees at the Montreal terminal of Argosy Carriers (Eastern) Limited, Toronto, Ont. (Investigating Officer: R. L. Fournier).

3. International Association of Machinists on behalf of a unit of tradesmen of Atomic Energy Company of Canada Limited, Pinawa, Man. (Investigating Officer: C. Arthur Frey).

4. Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed by Porter Shipping Limited, Toronto, Ont. (Investigating Officer: S. Emmerson).

5. General Truck Drivers Local Union No. 938, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Trans Canada Highway Express Limited, Edmonton, Alta. (Investigating Officer: S. Emmerson).

6. International Longshoremen's Association, Local 1915, on behalf of a unit of employees of Great Lakes Overseas Packing Division of Summerhayes Industrial and Wood Products Limited, Hamilton, Ont. (Investigating Officer: M. Horenblas).

7. Truckers, Cartagemen, Construction and Building Employees, Local Union No. 362 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of personnel employed in the Province of Alberta by M & P Transport Ltd., Edmonton, Alta. (Investigating Officer: G. H. Purvis).

Applications for Certification Withdrawn

1. International Longshoremen's Association, Local 1842, applicant; and Waterman's Services (Scott) Limited, Toronto, Ont., respondent (L.G., Dec., p. 1107).

2. International Longshoremen's Association, Local 1654, applicant; and Great Lakes Overseas Packing Division of Summerhayes Industrial and Wood Products Limited, Hamilton, Ont., respondent (L.G., Dec., p. 1107).

Request Under Section 61(2) Withdrawn

Association of Radio and Television Employees of Canada, applicant; and Canadian Broadcasting Corporation, respondent (L.G., Dec., p. 1108).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During November, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. Liquid Cargo Lines Limited, Clarkson, Ont., and Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

2. La Compagnie Radiodiffusion CKCH de Hull (Limitee) and Le Syndicat de l'Industrie de l'Imprimerie, Hull-Ottawa, Section CKCH (Conciliation Officer: C. E. Poirier).

3. Aero Caterers Ltd., Halifax International Airport and Local 927 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. T. Cochrane).

4. Ontario Northland Railway, North Bay, Ont., and Brotherhood of Locomotive Engineers (Conciliation Officer: T. B. McRae.)

5. United Grain Growers Ltd., Alberta Wheat Pool, Saskatchewan Wheat Pool, Pacific Elevators Limited, and Burrard Terminals Limited; and Local 333, Grain Workers Union, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (Conciliation Officer: D. S. Tysoe).

Settlements Reported by Conciliation Officers

1. Aero Caterers Ltd., Halifax International Airport; and Local 927 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. T. Cochrane) (see above).

2. Maple Leaf Mills Limited, Calgary, Alberta; and Local 1145 of the United Packinghouse, Food and Allied Workers (Conciliation Officer: D. S. Tysoe) (L.G., Dec. p. 1108).

3. The J. P. Porter Company Limited, Marine Industries Limited, McNamara Marine Limited, and Canadian Dredge & Dock Co. Ltd; and Seafarers' International Union of Canada (licensed division) (Conciliation Officer: C. E. Poirier) (L.G., Dec. p. 1108).

4. Saguenay Terminals Limited, Port Alfred, Que., and Le Syndicat National des Employés Salaries de Saguenay Terminals Limited (Conciliation Officer: C. E. Poirier) (L. G., Oct. p. 882).

5. Saguenay Terminals Limited, Port Alfred, Que., and Le Syndicat National des Débardeurs de la Baie des Ha! Ha! Inc. (Conciliation Officer: C. E. Poirier) (L.G., Oct. p. 882).

6. Leamington Transport (Western) Limited, Leamington, Ont., and Locals 880, 141 and 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae) (L.G., Sept. p. 805).

7. Canadian Lake Carriers Negotiating Committee (26 companies) and Seafarers' International Union of Canada (unlicensed personnel) (Conciliation Officers: C. E. Poirier and T.B. McRae) (L.G., Aug. p. 717).

8. TransAir Limited, Winnipeg, and Canadian Air Line Pilots Association (Conciliation Officer: J. S. Gunn) (L.G., June p. 495)

Conciliation Board Appointed

B.C. Towboat Owners' Association (various companies) and Seafarers' International Union of Canada (unlicensed personnel) (L.G., Dec. p. 1108).

Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established in November to deal with a dispute between B.C. Towboat Owners' Association (various companies) and Seafarers' International Union of Canada (unlicensed personnel) (see above) was fully constituted in November with the appointment of R. J. S. Moir of Vancouver, as Chairman. Mr. Moir was appointed by the Minister on the joint recommendation of the other two members of the Board, N. G. Cunningham and John Brown, both of Vancouver, who were previously appointed on the nomination of the association and union, respectively.

2. The Board of Conciliation and Investigation established in October to deal with a dispute between Western Manitoba Broadcasters Ltd. and Association of Radio and Television Employees of Canada (L.G., Dec. p. 1109) was fully constituted in November with the appointment of D. J. Jessiman, Q.C. of Winnipeg, as Chairman. Mr. Jessiman was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Norman Steven Bergman of Brandon and L. H. Butterworth of Winnipeg, who were previously appointed on the nomination of the company and union, respectively.

3. The Board of Conciliation and Investigation established in October to deal with a dispute between H. W. Bacon Limited, Toronto, and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Dec. p. 1109) was fully constituted in November with the appointment of W. H. Dickie of Toronto as Chairman. Mr. Dickie was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, David Churchill-Smith and Paul Siren, both of Toronto, who were previously appointed on the nomination of the company and union, respectively.

4. The Board of Conciliation and Investigation established in October to deal with a dispute between B.C. Towboat Owners' Association (various companies) and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers (L.G., Dec. p. 1109) was fully constituted in November with the appointment of R. J. S. Moir of Vancouver, as Chairman. Mr. Moir was appointed by the Minister on the joint recommendation of the other two members of the Board, N. G. Cunningham and William Stewart, both of Vancouver, who were previously appointed on the nomination of the association and union, respectively.

5. The Board of Conciliation and Investigation established in October to deal with a dispute between B.C. Towboat Owners'

Association, Vancouver and Canadian Merchant Service Guild, Inc. (deck officers) (L.G., Dec. p. 1109) was fully constituted in November with the appointment of Dr. G. Neil Perry of Vancouver, as Chairman. Dr. Perry was appointed by the Minister on the joint recommendation of the other two members of the Board, T. E. H. Ellis, Q.C. and Jack MacKenzie, both of Vancouver, who were previously appointed on the nomination of the association and union, respectively.

6. The Board of Conciliation and Investigation established in October to deal with a dispute between B.C. Towboat Owners' Association and Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers (engineer officers) (L.G., Dec. p. 1109) was fully constituted in November with the appointment of Dr. G. Neil Perry of Vancouver, as Chairman. Dr. Perry was appointed by the Minister on the joint recommendation of the other two members of the Board, T. E. H. Ellis, Q. C. and Jack MacKenzie, both of Vancouver, who were previously appointed on the nomination of the association and union, respectively.

Board Report Received of Settlement

Air Canada, Montreal, and Lodges 714 and 1751 of the International Association of Machinists (L.G., Nov. p. 990). The text of the report is reproduced below.

Report of Board in Dispute between

Air Canada

and

International Association of Machinists

The Board of Conciliation, consisting of Mr. H. M. Sparks, company nominee; Mr. Peter Podger, union nominee; and Mr. W. H. Dickie, chairman, met with the parties at Montreal on November 2, 3, 4, 5 and 6, 1964.

Appearing for the company were: Mr. Charles Eyre, Director of Industrial Relations; Mr. Norman Radford, Supervisor of Labour Relations; Mr. Robert Peterson, Asst. General Supt., Dorval Base; Mr. George R. McKillop, Supvr. Labour Relations, Dorval; Mr. Cecil B. Hodgson, Supvr. Labour Rela-

tions, Dorval; Mr. S. G. Sheldrake, Supvr. Administrative Services; and Mr. R. C. Cunningham, General Supvr. Telecommunications.

Appearing for the union were: Mr. Roy K. Greenwood, Shop Chairman, Toronto 714; Mr. Wilf Bulger, Chairman, Shop Committee, Montreal 1751; Mr. Frank Grennon, President 1751; Mr. E. D. Bowles, Financial Secty. 1751; Mr. J. J. Farrell, Committee Member 1751; Mr. Dean A. Bell, Committee Member 714 Vancouver; Mr. R. J. Mathias,

During November, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between Air Canada, Montreal, and Lodges 714 and 1751 of the International Association of Machinists.

The Board reported that all matters in dispute had been settled and that the terms of settlement had been ratified.

The Board was under the chairmanship of W. H. Dickie of Toronto. He was appointed by the Minister on the joint recommendation of the other two members of the Board, H. M. Sparks of Montreal and Peter Podger of Streetsville, Ont., nominees of the company and union, respectively.

The report is reproduced here.

Committee Member 714 Winnipeg; Mr. J. E. King, Committee Member 714 Winnipeg; Mr. R. Nat Gray, G. L. R. Montreal; Mr. E. A. Smith, General Chairman, 714; Mr. Donald S. Wasserman, Research Dept., Grand Lodge; Mr. Michael Rygus, General Vice President,

Ottawa; Mr. Michael Pitchford, General Chairman, Lodge 1751, Montreal.

We are pleased to report that a settlement of the dispute was reached by the parties before the Board, the details of which are as follows:

MEMORANDUM OF SETTLEMENT

between Air Canada, Montreal and
International Association of Machinists

The parties hereto agree to recommend to their principals the acceptance of the following terms as a settlement of all the items in dispute.

1. The collective agreement to expire October 31, 1966.

2. Effective November 1, 1964, a general wage increase of 4%. Effective November 1, 1965, a general wage increase of 4%.

3. Effective January 1, 1965, the Company to assume 50% of the Group Life Insurance cost.

4. Shift premiums to be increased by 2¢ per hour on the afternoon and night shifts, effective December 1, 1964.

5. Vacations; 4 weeks after 20 years of service, to be effective in 1965.

6. Daily expense allowance to \$7.50 effective December 1, 1964.

7. A lump sum settlement in the amount of \$55.00 shall be paid to all employees on the payroll as of November 6th, 1964, and

on the payroll as of July 2, 1964. Those hired or in the service since July 2, 1964 shall be paid on a *pro rata* basis.

All other matters agreed upon between the parties prior to these proceedings are hereby confirmed.

Dated this 6th day of November, 1964 at Montreal.

For the Union:

M. Pitchford, Mike Rygus, E. A. Smith, R. Nat Gray, J. E. King, F. Grennon, J. J. Farrell, E. D. Bowles, R. J. Mathias, Wilf Bulger, R. K. Greenwood, Dean A. Bell.

For the Company:

F. C. Eyre, R. Peterson, C. B. Hodgson, S. G. Sheldrake.

All this respectfully submitted this 30th day of November, 1964 at Toronto, Ont.

(Sgd.) W. H. Dickie,
Chairman.

Steelworkers Agreement Spells Out "Total Job Security"

A contract negotiated recently between the United Steelworkers of America and a small Pennsylvania company spells out for the first time the union's concept of "total job security." The pact is expected to set the pattern when union talks with the 11 major U.S. steel producers resume in April.

Under the provisions of the new contract, each of the company's 2,500 employees is guaranteed an average rate of earnings in any quarter of the year, excluding overtime and other premiums, at least equal to 95 per cent of his average straight-time earnings during the last quarter of the previous year. This provision is designed to protect workers transferred to lower paying jobs because of technological change or other management decisions.

Supplementary unemployment benefits for workers laid off were increased from 60 per cent of normal pay to 85 per cent. A worker with ten years seniority would continue to collect SUB as long as he is unemployed or until he reaches retirement age. Workers with less

than ten years service would receive the same protection for two years, an increase from one year under previous contracts.

Similar increases were made in sickness and accident benefits.

There will also be an increase in the present guarantee of 32 hours pay for each week in which an employee works, even if he is on the job only part of the week. The employee will be paid for 38 hours under the new contract.

The agreement also includes a plan by which the company will share with workers 32.5 per cent of savings achieved through lower labour and material costs. The arrangement is similar to that at Kaiser Steel (L.G., Feb. 1964, p. 101).

Under consideration is the idea of making the contract completely "open ended" to eliminate crisis bargaining.

It is estimated the new arrangements will cost the company from 2 to 7 cents an hour, an increase that could probably be covered from excess SUB funds.

Legal Decisions Affecting Labour

Supreme Court of Canada upholds certification order. British Columbia Court of Appeal quashes representation vote order

The Supreme Court of Canada upheld by a majority decision the validity of a certification order issued by the Quebec Labour Relations Board and ruled that the Board acted within its jurisdiction when, in defining a bargaining unit for the purpose of certification, it excluded persons under 16 years of age.

In British Columbia, the Court of Appeal quashed a decision of the Labour Relations Board to hold a representation vote, on the ground that the presence during the Board's hearings and deliberations of a member of the Board who was an international representative of the applicant local's union created a likelihood of bias in favour of one of the parties, despite the fact that the member in question disqualified himself and, according to the statement made by the Chairman of the Board, did not take part in the deliberations that led to the decision of the Board to take a representation vote.

Also, the Court ruled that a decision of the Board to take a representation vote was not purely a procedural ruling but a decision touching the merits of the application for certification, and one that affected the rights of the parties involved. Therefore, such a decision was reviewable on *certiorari*, notwithstanding that the ruling did not complete the matter and it still remained for the Board to certify or refuse to certify in accordance with the result of the representation vote.

Supreme Court of Canada . . .

. . . upholds power of Labour Relations Board to exclude under-16's from bargaining unit

On March 23, 1964, the Supreme Court of Canada held, by a majority, that it was open to the Labour Relations Board, in defining a bargaining unit for the purpose of certification, to exclude therefrom persons under age 16 who were also excluded (in conformity with a by-law of the Board) in determining the representative character of the union seeking certification.

Further, the Court held that it was immaterial that such exclusion was not specified in the definition of "employee" in the Labour Relations Act, since the matter was one within the exclusive jurisdiction of the Board.

On March 21, 1956, the United Textile Workers of America applied to the Quebec Labour Relations Board for recognition as the collective bargaining agent for certain employees of Burlington Mills Hosiery Co. of Canada Ltd. at its Lachine plant, described in the application as:

. . . all employees paid by the hour or on a piece-work basis except foremen (male and female), machine fitters, persons acting in a supervisory capacity, office workers, chauffeurs, employees paid by the week, and all those automatically excluded by the Labour Relations Act. (Translation)

The application was opposed by the company. On November 13, 1956, after a series of hearings, the Board rendered a decision certifying the union as bargaining agent to represent:

. . . all employees paid on an hourly basis or on a piece-work basis except foremen (male and female), persons acting in a supervisory capacity, office workers, persons paid by the week, production supervisors, the chief engineer, minors under sixteen years of age, and those automatically excluded by the Labour Relations Act employed by the respondent, Burlington Mills Hosiery Company of Canada Limited, 130 St. Joseph St., Lachine, P.Q. (Translation)

Following this decision, the company filed with the Board a petition to have the certification cancelled. After a hearing, the petition was dismissed.

In February 1957, the company petitioned the Court for a writ of prohibition and that the decisions of the Board be set aside as having been made outside its jurisdiction. The petition for the writ of prohibition was dismissed by the Superior Court, but was granted by the Court of Queen's Bench in a majority decision. The Labour Relations Board then applied for and obtained leave to appeal to the Supreme Court of Canada.

The main objection to the ruling of the Board was that, by excluding from the bargaining unit employees less than 16 years old, the Board had exceeded its jurisdiction.

Mr. Justice Abbott, rendering the majority decision of the Court, referred to the following sections of the Quebec Labour Relations Act:

S. 2. In this Act and in its application, unless the context requires otherwise, the following words and expressions have the meaning hereinafter given to them:

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

a. "Employee" means any apprentice, unskilled labourer or workman, skilled workman or journeyman, artisan, clerk or employee, working individually or in a crew or in partnership; but it does not include:

1. persons employed as manager, superintendent, foreman, or representative of an employer in his relations with his employees;

2. the directors and managers of a corporation;

3. any person belonging to one of the professions contemplated in chapters 262 to 275, or admitted to the study of one of such professions;

4. domestic servants or persons employed in an agricultural exploitation.

S. 4. Every employer shall be bound to recognize as the collective representative of his employees the representatives of any association comprising the absolute majority of his said employees and to negotiate with them, in good faith, a collective labour agreement

S. 5. The employer shall incur the obligation contemplated in the preceding section, as the Board may decide, either towards the aggregate of his employees or towards each group of the said employees which the Board declares is to form a separate group for the purposes of this Act.

S. 6. Every association desiring to be recognized, for the purposes of this Act as representing a group of employees or of employers, shall apply by petition in writing to the Board and the latter, after inquiry, shall determine whether such association is entitled to be so recognized and what group of employees it shall represent or, in the case of an association of employers, with respect to what group of the employees of its members it is qualified to represent them. . . .

S. 7. The Board shall assure itself of the representative character of the association and of its right to be recognized and, for such purpose, shall examine its books and records.

In order to assure itself of such representative character, the Board may, by by-law subject to the formalities of section 38, determine the conditions on which a person may be recognized as a member of an association.

S. 41a. Notwithstanding any legislative provision inconsistent herewith,

a. The decisions of the Board shall be without appeal and cannot be revised by the courts;

b. no writ of *quo warranto*, of *mandamus*, of *certiorari*, of prohibition or injunction may be issued against the Board or against any of its members, acting in their official capacity;

c. the provisions of article 50 of the Code of Civil Procedure shall not apply to the Board, or to its members acting in their official capacity.

In establishing the bargaining unit for which it certified the union as collective bargaining agent, the Board excluded from such unit, among others, all employees under 16 years of age. For the purpose of determining the representative character of the union, it also excluded members of the union under that age. Had employees under 16 been included in the bargaining unit, the union would not have had the majority called for under the Act.

In the opinion of Mr. Justice Abbott, the Board had sound reasons for excluding these young persons from the bargaining unit.

Also, it should be noted that By-law 3a of the Board, adopted pursuant to S. 7 of the Act, specifically excludes persons under 16 years of age as members of a union for the purpose of determining its representative character. At all events, he added, the decision to include or exclude such young persons as members of a bargaining unit is one that is clearly within the jurisdiction of the Board.

Further, Mr. Justice Abbott added that under the Act the Board is given the powers *inter alia* to determine (1) the unit of employees which is appropriate for collective bargaining purposes and (2) the representative character of the union seeking certification as the collective bargaining agent of the employees in that unit. It is clear that the absolute majority referred to in S. 4 means the absolute majority of a bargaining unit, where that unit does not comprise all employees. The responsibility of determining what employees are to be included or excluded from a bargaining unit has been committed to the exclusive jurisdiction of the Board. That is one of the principal functions of the Board.

The Act prohibits the inclusion of certain specified categories of employees in such a bargaining unit, but aside from these prohibitions, the Board is free to include or exclude other categories, and, provided it exercises that discretion in good faith, its decision is not subject to judicial review. To hold otherwise fails to give effect to the plain words of S. 41a of the Act.

Finally, Mr. Justice Abbott commented on the following statement made by Mr. Justice Choquette, who delivered the majority opinion in the Court below (Que. Q.B. (1962) at p. 475):

I would add that the Board is not a judicial tribunal, but an administrative one exercising certain judicial powers. And in my opinion these powers cover only findings of fact and do not extend to questions of law. (*Translation*)

Regarding the second sentence as to the powers of the Board, Mr. Justice Abbott held that the learned Judge was in error. The judgment of the Judicial Committee of the Privy Council in *Labour Relations Board of Saskatchewan v. John East Iron Works Ltd.* (L.G. 1948, p. 1441) and other decisions reviewed recently by Mr. Justice Judson of the Supreme Court of Canada in *Farrell v. Workmen's Compensation Board* (L.G. 1962, p. 539) have held that a board of this kind is competent to decide questions of law.

By a majority decision the Supreme Court allowed the appeal and restored the judgment of the trial judge upholding the validity of the Labour Relations Board's certification order. *La Commission des Relations*

Ouvrières de la Province de Québec v. Burlington Mills Hosiery Co. of Canada Ltd. et al. (1964) 45 D.L.R. (2d), Part 10, p. 730.

British Columbia Court of Appeal . . .

...because of semblance of bias, quashes Board's order to hold representation vote

Allowing an appeal from the decision of the trial judge, the British Columbia Court of Appeal on March 17, 1964 quashed direction of the Labour Relations Board to hold a representation vote on the ground that the presence of one member of the Board (although he disqualified himself) during the hearings and deliberations of the Board in an application for certification created a real likelihood of bias in favour of one of the parties.

Further, the Court ruled that a writ of *certiorari* may be invoked to quash an order to take a representation vote on the ground that any decision of the Board touching the merits of the matter before it and affecting the rights of the parties involved is subject to the writ of *certiorari*, even though such a decision may not be a decision by which the Board completes the specific matter under consideration.

The International Union of Mine, Mill and Smelter Workers, Local 1011 applied for a writ of *certiorari* to quash a direction by the Labour Relations Board that a representation vote be taken to determine whether the employees in a bargaining unit of Craigmont Mines desired to have the United Steelworkers of America Local 2952 certified as their bargaining representative in place of the former union. The motion for the writ was dismissed by Mr. Justice Aikens (1963) 44 W.W.R. 357, on the ground that the Board, in directing a representation vote, had made no decision on the application for certification, and no final determination was reached on whether certification should be granted to the Steelworkers union.

In appealing this decision, the Mine, Mill Workers Union relied on one ground for invoking the writ, namely, that a member of the Board, one Baskin, was a paid official of the United Steelworkers of America, i.e., their international representative, and that he sat with the other members of the Board on hearings of the application and that he sat with them when they considered the merits of the application and directed a representation vote to be taken.

The affidavit of the Chairman of the Labour Relations Board stated that, at the opening of the hearings, he announced that Mr. Baskin had disqualified himself, and would not participate in the deliberations

or decisions of the Board, but that he was sitting with the Board as a matter of Board policy. Further, the affidavits of the Chairman of the Board disclosed that Mr. Baskin was physically present at the private sessions from which the parties were excluded, but that he took no part in the deliberations and determination of the Board, and was a mere silent observer.

In the opinion of Mr. Justice Davey (who rendered the judgment of the Court of Appeal) Mr. Baskin's relationship to the international union, the United Steelworkers of America, was such as to disqualify him from sitting on the application by Local 2952 of that union for certification, and that he acted quite properly in disqualifying himself. Further, Mr. Justice Davey stated that it was clear that the Board must act in a judicial manner in deciding applications for certification, and if it is alleged that it did not do so, the proceedings and the resulting decision are reviewable upon *certiorari*.

According to the statement made by the Chairman of the Board, Mr. Baskin did not sit as a member of the Board and took no part in making the Board's decision. Although it was unwise for Mr. Baskin to remain seated with other members of the Board after the Chairman's declaration, Mr. Justice Davey did not think that his presence would necessarily constitute participation in the Board's proceedings. But no case was cited which would indicate that such a declaration by the Chairman has been held to be sufficient to dissociate such an interested member from the tribunal's decision when that member retired with the other members and remained with them while they discussed and made their decision, even though the evidence showed that the interested member took no part in the deliberations but was a mere silent observer.

In Mr. Justice Davey's opinion, the declaration and the affidavits of the Chairman and Mr. Baskin were insufficient in law to remove the appearance of bias and prejudice created by Mr. Baskin's sitting with the Board in its open and deliberative sessions, especially since his mere presence, when the representatives of Mine, Mill Workers were excluded, gave the Steelworkers some intangible but important advantages denied to the Mine, Mill union.

In his opinion, people interested and the public generally ought not to be placed in a position where they are obliged to rely upon assurances of members of a tribunal that an interested member, physically sitting with the tribunal, did not use his position and the opportunity to influence the decision of the tribunal. In this respect, in *Rex v. Sussex*

J. J., *Ex parte McCarthy* (1924) 1 KB 256, Lord Hewart stated (at p. 259):

The answer to that question depends not upon what actually was done but upon what might appear to be done. Nothing is to be done which creates even a suspicion that there has been an improper interference with the course of justice.

According to Mr. Justice Davey, a reasonable person might properly ask himself why Mr. Baskin accompanied the other members when they discussed their decision if he did not intend to participate in their discussions or hope to influence their decisions. Although Mr. Justice Davey accepted without reservation the evidence of the Chairman of the Board, and of Mr Baskin, that the latter did not participate in or influence decisions of the Board, he feared that some officers and members of the Mine, Mill union, and those employees in the unit who wanted the Mine, Mill union to represent them, and some of the more skeptical members of the public would be less ready to do so. He had no doubt that some were convinced that Mr. Baskin exercised real influence over the decisions of the Board and his conduct provided reasonable grounds for that belief.

Then Mr. Justice Davey added:

The ability of the board to act effectively depends upon the confidence of labour and management and the public generally in its fairness and impartiality. It ought to permit nothing that will, in the eyes of reasonable men, impair that confidence. In my respectful opinion, allowing Mr. Baskin to sit with the other members on the hearing and during the formulation of their decisions was a great impropriety, because it was likely to have that effect.

The other point considered by Mr. Justice Davey was the ground upon which the trial judge dismissed the Mine, Mill Workers application for a writ of *certiorari* to quash the decision of the Board to take a representation vote, namely, that such decision was not capable of being reviewed and quashed on *certiorari* because it was not a final decision or disposition of the application for certification. The Steelworkers union submitted that the final decision was the actual certification or refusal to certify and, relying on several judgments, argued that *certiorari* lies only in respect of adjudications or decisions that finally determine the matter.

For the purposes of the appeal at bar, Mr. Justice Davey assumed that the writ of *certiorari* is applicable only in respect of an adjudication or decision of a tribunal upon the merits of the matter before it, as opposed to a purely procedural ruling that does not touch the merits. Admitting that there is language in the authorities to support the submission that the writ will lie only in respect

of the final adjudication at the end of a matter, he was unable to accept it as authority that the writ will only lie in respect of the adjudication or decision by which the tribunal completes a matter and becomes *functus* (having discharged its task).

Statutory boards and tribunals whose proceedings are subject to review by a writ of *certiorari* take forms and employ procedures that on occasion are far removed from courts and court proceedings. Consequently, the analogy of the distinction made by the courts between final and interlocutory judgments will not serve as a universal test of what decisions or adjudications of these extra-curial bodies are amenable to a writ of *certiorari*.

Further, Mr. Justice Davey added that the writ of *certiorari* may be invoked to quash any decision or adjudication of such a board or tribunal touching the merits of the matter before it and affecting the rights of the parties in relation thereto, even though it may not be the decision or adjudication by which the Board completes the specific matter, provided, of course, that in other respects the decision is subject to review by the writ. In his view, the direction that a representation vote be taken was such a decision.

In *Re Labour Relations Board; Re Bakery and Confectionary Workers' Int. Union of America, Local 468* (L.G. 1962, p. 857), the British Columbia Court of Appeal pointed out that the direction that a representation vote be taken turns the course of the inquiry and changes the essential conditions upon which certification depends. Under the B.C. Labour Relations Act, if the Board directs a representation vote, it must grant or refuse certification in accordance with the wishes of the employees at the time of the vote, as expressed by the ballots. That may result in certification of a union that did not have at the time of application a majority of the employees as members in good standing, or refusal of certification to a union that did have such a majority at the time of application.

In the case at bar, the Board ordered that a representation vote be taken and allowed the employees to decide whether they wanted the Steelworkers union to be their bargaining representative, instead of the Board's deciding that question itself. The direction that a representation vote be held was not only an order, but it was an order changing the basis upon which the application should be decided, and materially affected the rights of the parties in the subject matter of the application. It was no mere procedural step; it was a decision or adjudication reviewable upon *certiorari*, notwithstanding that it still

remained for the Board to certify or refuse to certify in accordance with the result of the vote.

In the result, the appeal was allowed, the direction that a representation vote be taken was quashed, and the application for certification was remitted to the Board, when

properly constituted, to be considered all over again. *Re Labour Relations Board; International Union of Mine, Mill and Smelter Workers, Local 1011 v. United Steel Workers of America, Local 2952 and Labour Relations Board* (1964) 48 W.W.R., Part 1, p. 15.

Recent Regulations under Provincial Legislation

New Brunswick issues five new minimum wage orders. B.C. increases minimum wage of stationary steam engineers

In New Brunswick, five new minimum wage orders were issued, extending coverage to virtually all employees in the province except those in agriculture and fishing.

The new orders set a minimum wage of \$1.05 an hour for employees in construction, mining, primary transportation, logging and forest operations and sawmills. The minimum is 75 cents in wholesale and retail trade, manufacturing and food processing; and 65 cents in the service industries, with provision for a 5-cent increase on July 1.

In British Columbia, the minimum wage for certified stationary steam engineers was increased to \$2 an hour.

British Columbia Male Minimum Wage Act

In British Columbia, a new order of the Board of Industrial Relations increased the minimum wage for stationary steam engineers from 90 cents to \$2 an hour.

The \$2-an-hour rate applies to all stationary engineers with a certificate of competency under the Boiler and Pressure Vessel Act who are in charge of a steam boiler, except janitor-engineers in apartment buildings or persons employed in a supervisory or managerial capacity who are exempt from the Hours of Work Act.

The new minimum for boiler operators or for stationary engineers employed in a plant that does not require a certificate of competency is \$1.50 an hour.

The usual exception is made for an apprentice or handicapped or part-time worker with a special authorization from the Board. Such a person must be paid the rate specified in the permit.

The overtime requirement has been brought into line with the standard set in most orders issued in the last two years. Time and one-half the regular rate must be paid for all hours in excess of 8 in the day and 40 in the week. If hours are averaged over an agreed period, the premium rate must be paid for all hours worked in excess of a weekly average of 40 hours.

The new order also contains a daily guarantee provision similar to that in most British Columbia minimum wage orders, as

well as the customary general provisions respecting semi-monthly pay, the posting of orders and shifts and the keeping of records.

The new order, B.C. Reg. 194/64, was gazetted on October 15 and went into force on January 2.

New Brunswick Minimum Wage Act

The New Brunswick Minimum Wage Board has issued five new minimum wage orders, effective from January 1, 1965, that are the equivalent of a general minimum wage order, since together they cover all industries in the province except agriculture and fishing. They apply to both male and female workers. Under earlier orders, now replaced, general coverage was provided for female employees; but with regard to male workers, only those engaged in certain industries (logging and sawmills, the garment industry, and the canning or processing of fish, vegetables or fruits) were subject to a minimum wage.

The coverage of the orders and minimum rates set are as follows:

Order No. 1—Construction, Mining and Primary Transportation—\$1.05 an hour;

Order No. 2—Logging and Forest Operations, Sawmills and Related Enterprises—\$1.05 an hour;

Order No. 3—Wholesale and Retail Trade, and Manufacturing—75 cents an hour, January 1, 1965; 80 cents an hour, July 1, 1965;

Order No. 4—Food Processing—75 cents an hour, January 1, 1965; 80 cents an hour, July 1, 1965;

Order No. 5—Service Industries—65 cents an hour, January 1, 1965; 70 cents an hour, July 1, 1965.

As already indicated, for the first time the orders set minimum rates for many workers. No change was made in the rate set for workers in logging and sawmills. For other employees previously covered, the orders provide from January 1, 1965 an increase of either 10 or 15 cents an hour in their minimum rate. The rates for workers in manufacturing, wholesale and retail trade, food processing and the service industries will be

further increased by a 5-cent increment on July 1, 1965. The orders are to be reviewed annually.

All the orders except the order for the service industries permit an employer to pay employees with less than three months experience in the industry (referred to as "apprentices"), and handicapped workers, 10 cents an hour less than the established minimum rate; but not more than 20 per cent of the employees of an employer may be paid at the lower rate. Casual employees in the food processing industry may be hired for a period of 16 weeks at the same minimum rate, and they are not subject to the 20-per-cent quota fixed for apprentices and handicapped workers.

The order for logging and sawmills sets the minimum rate for time workers on the basis of a 9-hour day and a 54-hour week. In the food processing industry, the minimum rate applies to a work week of 54 hours or less. In the other three orders, the minimum rate is set for a work week of 48 hours or less. The minimum overtime rate payable for time worked in excess of 48 or 54 hours in a week, as the case may be, is one and one-half times the minimum rate.

A more detailed description of each order follows.

Construction, Mining and Primary Transportation—Order No. 1 applies to the construction and mining industries and to primary transportation, all of which industries are broadly defined.

The term "construction industry" covers any type of construction, whether above or below the surface of the earth; and it includes erection, demolition, repair, remodelling, decoration or alteration of a building, road or structure, and the installation or removal of equipment and any other stationary furnishings and fixtures.

"Mining" includes any work in or about a metallurgical works, mine or quarry.

"Primary transportation" covers all operations in or incidental to the transport for reward of persons or goods by any means whatever, but does not apply to employees in the wholesale or retail trade engaged in transporting goods or merchandise within a radius of 10 miles from the employer's place of business.

The minimum wage rate set for workers in these industries is the same as that which had been set earlier for logging and sawmills—\$1.05 an hour. A minimum rate of 95 cents an hour may be paid to an employee during his first three months of employment in the industry, or to a handicapped worker, provided that not more than 20 per cent of an employer's work force receive this rate.

The minimum rate applies to weekly hours of 48 or less. For any time worked in excess of 48 hours in a week, time and one-half the minimum rate must be paid.

Employees may not be charged more than \$1.65 a day for board and lodging, or more than 55 cents for a single meal.

Logging and Forest Operations, Sawmills and Related Enterprises—Order No. 2 is a consolidation, with some changes, of three previous orders. The principal change is the insertion of a provision permitting apprentices and handicapped persons to be paid 10 cents an hour less than the established minimum rate.

For purposes of the order, "logging operations", include cutting, transportation, and loading of wood on boats or railway cars, and the barking or slashing of wood before loading on such boats or cars.

"Forest operations" cover a wide range of related activities, including such works as forest clearing for construction of roads, dams, etc.; construction and maintenance of roads, etc.; dams, piers, loading and driving facilities; forest improvement; reforestation; log and pulpwood driving; forest fire protective operations; and caterers, contractors or subcontractors, and intermediaries employed for the benefit of any forest operation.

"Sawmills and related enterprises" include, besides the business of operating a sawmill, or sash, door and planing mills; box, basket and crate mills; hardwood flooring mills; veneer and plywood mills; and other wood-using industries.

The order covers practically all employees in these industries. The only classes excluded are persons employed in an emergency to fight forest fires, persons employed in tree planting, and employees employed four hours or less per day or 24 hours or less per week.

For time workers, the hours of work for which the \$1.05 an hour minimum rate must be paid are 9 in a day and 54 in a week. Apprentices in their first three months of employment and handicapped workers may be paid 95 cents an hour. As in other orders, the number of workers in these two categories may not exceed 20 per cent of the workers employed by the employer.

For all time worked in excess of 54 hours in a week, time and one-half the minimum rate must be paid.

No daily or weekly hours are fixed for pieceworkers. They must be paid not less than \$1.05 an hour for the total hours they actually work, and are not entitled to overtime pay.

Special minimum rates of \$46 a week or \$200 a month are set for certain categories of workers who have no normal work week,

or whose hours of work are unverifiable. These include: camp, gate and dam guardians; cooks and kitchen employees; stablemen; fire rangers and wardens; watchmen; scalers and assistant scalers; assistant foremen; cut inspectors; and clerks. Employees with no regular work week, or whose hours of work are unverifiable, are not entitled to overtime. The order stipulates, however, that, with respect to these workers and to pieceworkers, the Minimum Employment Standards Act must be observed. The effect of this is to require employers to give these employees a day of rest each week.

All employees in the logging and sawmill industries must be paid their wages at least once a month.

An employer may not charge an employee more than \$1.65 a day for board and lodging. The maximum charge for a single meal is 55 cents.

Wholesale and Retail Trade and Manufacturing—Order No. 3 applies to wholesale and retail trade, and manufacturing. In these industries the minimum rate of wages that an employer may pay to an employee for 48 hours of work or less in a week is 75 cents an hour, effective from January 1, 1965. From July 1, 1965, the minimum rate will rise to 80 cents an hour.

An employer may pay an apprentice for a period of three months, or a handicapped worker, a minimum rate of 65 cent an hour (70 cents from July 1, 1965), subject to the condition that not more than 20 per cent of his employees may be paid at that rate.

For time worked in excess of 48 hours in a week, time and one-half the minimum rate must be paid.

Food Processing—Order No. 4 applies to food processing, which is defined to mean the canning, packing and processing of food for human and animal consumption. Included are slaughtering, meat processing, poultry and fish processing, fruit and vegetable canning and preserving, the manufacture of cheese, cereals, vegetable oil, biscuits, confectionery and soft drinks, and the operations of grain mills, flour mills, bakeries, dairies, wineries and all other establishments primarily engaged in the manufacturing of food or food preparatories.

This order sets the same minimum rates as the order for manufacturing and wholesale and retail trade, i.e., 75 cents an hour, increasing to 80 cents an hour on July 1, 1965. The hours to which such minimum rates are applicable are, however, 54 or less in a week, compared to 48 hours or less in Order No. 3. In these industries, the overtime rate of time and one-half the minimum rate is payable after 54 hours in a week.

The order takes into account the fact that temporary workers may be hired for seasonal rush periods. It enables an employer to pay casual employees for a period of 16 weeks on the same basis as apprentices and handicapped persons, i.e., at 10 cents an hour less than the established rate. Casual workers need not be included in the 20 per cent quota imposed on the employer with regard to the payment of the lower rate.

Service Industries—Order No. 5 applies to all employees and employers engaged in the service industries.

This grouping is all-inclusive, applying to an industry or establishment engaged in providing services. Enumerated in the order are the following: the operation of hotels, motels, inns, tourist cabins, tourist homes, restaurants, lodging houses, residential clubs, hospitals, nursing homes, homes for the aged; religious, charitable and educational institutions; theatres, taverns, bowling alleys, billiard parlours and any other establishment primarily engaged in providing amusement by games or devices; shoe repair shops, barber shops, beauty shops, laundries, dry cleaning establishments, funeral homes, photographic shops, golf clubs, blacksmith shops, welding shops, service stations, garages, miscellaneous repair shops; establishments providing janitor and cleaning services, dress making services, taxi services, service to buildings or dwellings, personal services and any other establishment engaged in providing services.

Under the earlier orders, no minimum rates were set for workers in hospitals, nursing homes; and religious, charitable and educational institutions.

For the service industries the minimum rate is 65 cents an hour, applicable to a work week of 48 hours or less. This rate will increase to 70 cents on July 1, 1965. Employees in nursing homes for the aged are exempted from the order until July 1, 1965.

In this order no provision is made for a lower rate for apprentices or handicapped workers.

Time and one-half the minimum rate is payable for work done after 48 hours in a week.

The maximum rate that an employer may charge an employee in a service industry for board and lodging is \$8 a week (\$6 for board only, \$2 for lodging only). Not more than 30 cents may be charged for a single meal. These rates are the same as were heretofore fixed for women workers under the earlier order governing the hotel and catering industry.

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Total of claimants for benefit on October 30 was 40,000 more than that a month earlier but 4,000 less than that one year earlier. Male claimants account for bulk of month's increase

Claimants for unemployment insurance benefit totalled 214,500 on October 30, 1964, compared with 173,600 on September 30 and 218,900 on October 31, 1963.

The bulk of the 40,000 increase over the September 30 total occurred among male claimants, reflecting layoffs in the durable goods sector of manufacturing, particularly in the automotive industry.

Despite the increase of 34,000 among male claimants during the month, the total of 138,800 was approximately 5,000 below that for October 1963. The female count, 75,700 on October 30, was 7,000 greater than on September 30 but unchanged from October 1963.

Males comprised 72 per cent of persons on claim for one to four weeks as of October 30 and 56 per cent of those on continuous claim for five weeks or more.

Initial and Renewal Claims

A total of 120,900 initial and renewal claims were filed during October, compared with 85,800 in September and 126,200 in October 1963.

Some 95 per cent of these claims represented new cases of unemployment; the balance came from persons seeking to re-establish credits after terminating benefit.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries during October was estimated at 127,300, compared with 128,200 in September and 148,800 in October 1963.

Benefit payments totalled \$12,800,000 in October, virtually unchanged from September and down \$1,200,000 from the October 1963 total of \$14,000,000.

The average weekly payment was \$24.03 for October, \$23.75 for September and \$23.51 for October 1963. Increased average payments for October reflect the higher earnings of a significant segment of the persons coming on claim during the month.

Insurance Registrations

On October 31, insurance books or contribution cards had been issued to 4,798,712 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1964.

On the same date, registered employers numbered 340,775, an increase of 261 since September 30.

Enforcement Statistics

During October, 9,217 investigations were conducted by enforcement officers across Canada. Of these, 6,138 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 435 were miscellaneous investigations. The remaining 2,644 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions began in 190 cases,* 87 against employers and 103 against claimants. Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 780.*

Provincial Data

All provinces contributed to the higher claimant level on October 30, but the largest increases occurred in Newfoundland and Ontario, where totals were one-third higher than on September 30. In all other provinces, totals were at least 10 per cent higher, with the exception of Alberta, where the total was virtually unchanged.

Layoffs resulting from the automotive workers' strike in the United States accounted for the increased number of claimants in Ontario.

Unemployment Insurance Fund

Revenue received by the Unemployment Fund in October totalled \$31,759,105.34, compared with \$31,798,891.53 in September and \$30,963,087.46 in October 1963.

*These do not necessarily relate to the investigations conducted during this period.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Benefits paid in October totalled \$12,841,-420.06, compared with \$12,791,963.89 in September and \$13,989,451.92 in October 1963.

The balance of the Fund on October 31 was \$56,750,970.82. On September 30 there was a balance of \$37,833,285.54; on October 31, 1963, a balance of \$41,265,044.22.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2406, August 24, 1964

(Translation)

Summary of the Main Facts: The claimant filed an initial application for benefit on December 11, 1963. He said he lived in St. R—, a village in a country district of the area served by the S—local office of the Unemployment Insurance Commission.

The claimant declared that he had worked last as a labourer for Mr. Jean— from April 22 to December 6, 1963, that he had been laid off because of work shortage and that he had been unemployed since December 6. He answered “no” when asked whether or not he was working or in business at the moment.

The weekly reports he submitted later have shown that he had not worked a whole working week in any employment and his weekly earnings were \$12. These earnings did not in any way affect the payment of benefits, because the amount of his allowable earnings was \$12. He gave no change of address.

During an investigation on February 4, 1964, the claimant stated that ever since December 11, 1963, when he had filed his application for benefit, he had been working for Mr. Jean— from 7 a.m. to 9 p.m. every weekday except Saturday, when he worked from 7 a.m. to 5 p.m., and Sunday, which is his holiday, at a service station at B—.

Moreover, he declared: “I receive only \$12 per week for my services, the amount agreed upon with Mr. Jean—, since this is the amount I am permitted to earn while receiving benefits. I live in B— and I come back to my parents’ home every weekend. Since my family can always reach me, I did not think it was necessary for me to report a change of address. I am always available for work.” B— is a village situated in the area served by the M— local office of the Commission, and is part of an important industrial district.

The claimant’s employer confirmed that the hours of work were as the claimant had said and that the \$12 salary had been agreed upon for the reason that it was the weekly allowable earnings of the claimant. He added that, while working at the service station, the claimant was learning how to weld.

The insurance officer disqualified the claimant and suspended benefit from Decem-

ber 8, 1963, on the grounds that he had not proved he had been unemployed, within the meaning of the Act, since the filing of his claim, and that he had not filed his application in such form as required by the Act, as he had not mentioned his change of residence.

The claimant appealed to the board of referees and stated that he had a right to receive benefit because he does not receive more than \$12 a week in salary and he spends the greater part of the day learning electric and gas welding.

The claimant was neither present nor represented at the hearing of his case on April 22, 1964. The board of referees found that after having filed his application for benefit, the claimant had kept on working at Mr. Jean’s service station on regular hours, every weekday, that is to say from 7 a.m. till 9 p.m. except on Saturday, when he finishes at 5 p.m. The board furthermore recognized that the claimant’s salary had been set at \$12 per week upon an agreement with the employer as this represented the allowable weekly earnings for the claimant.

The board granted the claimant’s appeal, even though he had moved to another locality without notifying the local office, on the grounds that the claimant had been available for work at any job and, in fact, had found another job on February 24, 1964, and that his job at the service station was rather an accommodation, considering that the claimant wanted to learn welding. As for the change of address of the claimant, the board considered that the claimant could always be notified through his family.

The insurance officer’s appeal, dated June 17, 1964, reads:

The board of referees erred when they decided that the claimant had been unemployed during the aforesaid period and that he had filed his application in the prescribed manner.

The claimant, who worked full time at a service station, was working a full working week as defined by Regulation 155(2) and, consequently, he was not “unemployed” as defined by section 57(1) of the Act. The amount of salary is not a relevant factor in the determination of a full working week. The claimant was at work more than 70 hours a week, which is certainly not less than a full working week under Section 57(1) of the Act and Regulation 155(2). In a similar case, the Umpire decided that the claimant who “had spent practically all his time

in a garage, up to 7 or 8 hours a day, six days a week," had worked a full working week and, therefore, had not been unemployed during these weeks, within the meaning of the Act (CUB 1592).

The fact the claimant may have been interested in getting another job is not a pertinent factor because it does not modify in any way the fact that the claimant was working full time. To be available for work and to be unemployed are two different conditions required by the Act, and the fact that a claimant fulfils one of the conditions does not imply that he meets the requirements of the other. In similar cases, the Umpire ruled that the fact that a claimant considers himself available for work does not mean that he is to be considered unemployed, and that the determining factor is rather the extent of the work (CUBs 1785 [L.G. 1961, p. 63], 2012 and 1592).

Furthermore the fact that the claimant's job gave him the opportunity to learn welding and to receive training while working may be a valuable asset for him, but this does not alter the fact that he was fully employed and working a full working week. The instruction and training of workers are a current practice in various occupations and form part of the work. To pay benefit under these circumstances would be to use the Unemployment Insurance Fund to subsidize an employer.

The claimant's weekly reports contained a specific statement concerning his change of address. The claimant mentioned no change of address in his weekly reports for the aforementioned weeks and thus did not file his application in the prescribed manner. In similar cases, the Umpire ruled that a claimant who does not notify the local office of a change of address as he should do in his weekly reports does not file his continuing claims in the prescribed manner (CUBs 1905, 1972 and 2231), particularly when his new address is in a large district where he can register for work, which may improve his chances of securing employment (CUB 2231).

For these reasons, we respectfully submit that the board of referees' decision be rescinded.

Considerations and Conclusions: The grounds of appeal of the insurance officer clearly show how and why the conclusions of the board of referees are contrary to those which, according to the evidence contained in the record, the said board should have reached to decide the case in accordance with the provisions of the Act and the Regulations and also with the jurisprudence established by the Umpire in several similar cases.

As I agree with the grounds of appeal of the insurance officer, I decide to allow the appeal.

Decision CUB 2412, August 25, 1964

Summary of the Main Facts: On February 3, 1964, the claimant filed a renewal application for benefit and stated that she had worked as a weaver from August 27, 1963, to January 31, 1964. Her reason for separation reads:

I was laid off—shortage of work on my looms. I could have gone on the night shift, but I feel I shouldn't leave my children alone in the evening. My husband isn't well enough to

assume the responsibilities. My married daughter, Mrs. T—, is still my babysitter. I expect a recall in about two weeks—available subject to recall.

On February 5, 1964, Mrs. T— completed a certificate regarding child care (Form UIC 461B), in which she confirmed that she had agreed to care for the claimant's children during any period the claimant was working.

On February 11, the local office wrote to the employer and asked if the claimant had been advised, when hired, that shift work would be involved. The employer's reply of February 12, reads:

[Claimant] works in our conventional loom department when work is available. When work became slack she was offered work in our high speed weaving department, which usually runs on two shifts; before the second shift was started the situation was discussed with all employees concerned, and the Union, and there was no indication that any of the employees could not rotate shifts. When [claimant] could not report for night shift work it was necessary for us to hire a new employee for this job as there is a good backlog of orders in this department.

The insurance officer disqualified the claimant and suspended benefit from February 2 to February 22, 1964, inclusive, on the ground that she was responsible for losing her employment with the aforementioned employer on January 31 and was, therefore, considered to have left this employment voluntarily, without just cause (section 60(1) of the Act). The insurance officer reduced the period of disqualification to three weeks in view of the domestic circumstances involved.

The claimant appealed to a board of referees on March 11 and stated: "My appeal will be based on a change by my employer of an established pattern of work hours . . . I am now back at work . . ."

The unanimous decision of the board of referees, which heard the case on April 2, reads in part:

The claimant was not present at the hearing but was represented by [union representative], who gave oral evidence that the claimant was a weaver on the wide looms, for which work, for the day shift, had run out. The claimant had seven years seniority at the same firm, and had the opportunity of bumping an employee on the night shift and be employed during the period of slackness in the daytime. [The representative] explained that the claimant could not adjust her domestic circumstances and felt that she had established her pattern of work hours for daytime only, and should not necessarily be required to work on the night shift.

The board of referees dismissed the appeal on the grounds that the claimant was responsible for losing her employment on January 31, which was tantamount to a voluntary separation without just cause, and that she should have adjusted her domestic circumstances to conform with the requirements of the work available during the temporary period involved.

The Textile Workers Union of America appealed to the Umpire on May 19. The appeal reads:

The claimant had seven years seniority in the conventional loom department; this is a steady day-work operation. Due to increased activity in the high speed weaving department, the Company and Union had agreed to a second shift in this department for a period of 2-3 months. Contrary to company statement, this department does not usually run two shifts; the second shift was put on specifically for the period stated above.

When claimant was laid off due to a cut-back in her regular job (conventional loom department), her seniority gave her the privilege of bumping on the second shift in the high speed weaving department mentioned above. Claimant declined the offer as she could not make baby-sitting arrangements, on such short notice, to work night shift. The layoff in the conventional loom department lasted two weeks and claimant was recalled to work.

Claimant had established a pattern of seven years steady day work. We recognize that after a lengthy period of unemployment claimant would be required to make necessary adjustments, but two weeks can hardly be considered a lengthy period of unemployment. We suggest the board of referees erred in failing to give sufficient weight to the claimant's established work pattern.

In a statement of observations for consideration by the Umpire, the Chief of the Adjudication Division of the Unemployment Insurance Commission said:

It is clear from the evidence that the claimant could have continued working for her employer at the time of her separation on January 31, 1964. Her only reason for not working at that time appears to have been due to her inability to meet the new working hours. It seems to be established, therefore, that she voluntarily left her employment.

While the claimant may have good personal reasons for declining to change her working hours, these must be considered distinct from her contract of service, which gave her the right

to continue to work for the employer in this new capacity.

The appellant makes reference to the short notice which the claimant received to work the new shift. While there is nothing to indicate how much advance notification the claimant was given, nevertheless the evidence shows that there were some prior negotiations between the company, the union and the employees concerning the second shift.

The board of referees, after assessing the evidence in this case and hearing the claimant's union representative, decided that the claimant had not established just cause for voluntarily leaving her employment and it is respectfully submitted that such decision should be upheld.

Included in the record is a letter from the Union dated June 9, 1964, containing observations for consideration by the Umpire and a request for an oral hearing. The letter reads:

... The claimant's contract of employment was for steady day work. This was the pattern for the seven years that she had been employed with the S— Company at the time of lay-off. A requirement to go on shift work would be, in our estimation, a breach of contract. Based on this pattern of work the claimant had organized her family commitments accordingly and it was quite impossible for her to change these arrangements on such a short notice and for such a short period of time.

Secondly, the lay-off was estimated to be of a short duration and actually lasted two weeks, at which time claimant was recalled to work at her regular job and her regular day-shift hours

Considerations and Conclusions: There is much merit in the observations which were submitted by the Union in its letter dated June 9, 1964, and I feel that, in the light of the particular circumstances of this case, those observations are justified by the evidence contained in the record.

I consequently decide to allow the union's appeal.

Industrial Fatalities

(Continued from page 35)

Forty-five fatalities were in the category of being caught in, or between; most of them involved tractors, loadmobiles, machinery, belts, pulleys, chains, lines, automobiles, trucks, etc.

Twenty fatalities were caused by electric current.

The remaining 44 fatalities were distributed as follows: 18 were the result of inhalations, absorptions, asphyxiations and industrial diseases; 15 were caused by con-

flagrations, temperature extremes and explosions; 10 were under the heading of miscellaneous accidents and 1 was the result of over-exertion.

By province of occurrence, the largest number of fatalities, 112, was in Ontario. In British Columbia there were 71, in Quebec 50, and in Alberta 24.

During the quarter, there were 117 fatalities each in July and August, and 97 in September.

Monthly Report of Placement Operations of the National Employment Service

November total of placements largest for the month since 1945 and almost 5 per cent above previous record, set in November 1962, and 27 per cent higher than average for past five years

During November, local offices of the National Employment Service reported 113,700 placements, the largest total for this month since 1945 and almost 5.0 per cent above the previous record in November 1962, and 27.1 per cent above the average for the month during the previous five years.

Regionally, the month's placements, with the percentage change from November 1963, were as follows:

Atlantic	8,000	+15.7
Quebec	44,400	+12.4
Ontario	36,000	+12.7
Prairie	16,300	+15.2
Pacific	9,100	+14.9
Canada	113,700*	+13.3

By far the greater part of the increase reflected the placement of workers in regular employment as distinguished from casual employment (duration not more than six working days). More than 75 per cent of November's placements were in the "regular" placement category; this was a continuation of a trend evident in recent months for an increasing proportion of total NES placements to be of this type.

The number of placements made during the first 11 months of the year reached 1,123,900, a number 4.7 per cent higher than in the corresponding period of 1963, and the second highest since 1945.

Male placements during November numbered 82,900, compared with 73,100 a year ago. All regions shared in the increase, although the greater part occurred in the Quebec, Ontario and Prairie Regions.

In the Quebec Region the effect of the Winter Works Incentive Program was particularly noticeable, and there was a strong demand for workers in government service. In the Ontario Region a major part of the increase was in placements in manufacturing industries, and in the Prairie Region the increase reflected a high level of activity in the

construction industry as well as in manufacturing industries connected with construction and with projects undertaken under the Winter Works Incentive Program.

The cumulative total of male placements for the 11-month period, at 769,200, was 6.2 per cent higher than in the comparable period in 1963.

Female placements during November totalled 30,700, an increase of 3,500 over the same period in 1963. Although all regions reported more placements this year, more than 55 per cent of the increase was in the Quebec Region. The national total of female placements during the January-November period was 1.7 per cent higher than for the corresponding months in 1963, notwithstanding small decreases in both the Quebec and Ontario Regions.

Some 3,300 placements in November required the movement of workers from one area to another. This was 2.9 per cent of all placements made compared with 3.8 per cent in November a year ago. In all, there were some 500 fewer transfers this year; the decrease was principally due to a reduction in the movement of male workers (down by 400 from the previous year). This, in turn, reflected a decrease in such movements in the Quebec Region—particularly in the forestry industry.

Employers notified NES local offices of 155,000 vacancies during November, an increase of 19.5 per cent over the same month in 1963 and 38.2 per cent above the average for November during the previous five years. All regions reported an increased number of vacancies compared with November 1963 for both male and female workers. The total for men amounted to 109,300, an increase of 21.1 per cent, and for women, 45,600, an increase of 15.8 per cent from the previous November.

The cumulative total of vacancies notified to NES offices during January-November inclusive was 1,441,900, which was 7.7 per cent above the number for the corresponding 11 months of 1963 and the second highest total for this period since 1947.

*Imbalances in national or regional cumulative and monthly totals are due to rounding.

WAGE SCHEDULES

Wage Schedules Prepared and Contracts Awarded in November

Works of Construction, Remodelling, Repair or Demolition

During November, the Department of Labour prepared 283 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 156 contracts in these categories was awarded. Particulars of these contracts appear below. In addition, 168 contracts not listed in this report that contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and Defence Construction (1951) Limited; and the Departments of Defence Production, Northern Affairs and National Resources, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in November for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Agriculture	1	\$ 12,800.00
Defence Production	123	517,086.00
Post Office	1	3,779.00
Public Works	5	72,483.86
Royal Canadian Mounted Police	2	12,204.50
Transport	2	30,669.65

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Labour Standards Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made in November

During November, the sum of \$1,419.10 was collected from four contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 111 workers concerned.

Contracts Containing Fair Wage Schedules Awarded in November

DEPARTMENT OF AGRICULTURE

Fredericton N B: Weyman Construction Co Ltd, repair to the Office-Laboratory Bldg, Research Station. *St Jean Que:* Lord & Burnham Co Ltd, supply & erection of greenhouse. *Ottawa Ont:* Pillar Construction Ltd, erection of growth chambers & installation of equipment, plant growth chambers, CEF. *Brandon Man:* Jaska Construction Ltd, extension to research piggery. *Swift Current Sask:* Lord & Burnham Co Ltd, erection of greenhouses, Research Station. *Lethbridge Alta:* Lord & Burnham Co Ltd, supply & erection of greenhouse, Research Station; Reg Pearen Ltd, construction of St Mary Project, Waterton to Belly Main Canal.

ATOMIC ENERGY OF CANADA LIMITED

Chalk River Ont: John Kovacs, painting, MP Tandem Accelerator Bldg. *Whiteshell Man:* Carlson Decorating Co Ltd, painting, WR-1 Reactor, NRE.

CENTRAL MORTGAGE AND HOUSING CORPORATION

Port Hawkesbury N S: Canso Excavators Ltd, site work & landscaping, Mortgage Insurance Fund Project. *Montreal Area Que:* R Wiedman & Son, snow removal, Blvd Pie IX Apts, Terrasse Belleville & Terrasse St Michel; Paysagiste Metropole Enrg, snow removal, St Georges Gardens & place Gouin; G Vernacohia, snow removal, La Domaine & Pavillon Mercier; G Ottoni, snow removal, Cloverdale Park & Delmar Court; G Ottoni, snow removal, Benny Farm, Park Royal & Place Benoit. *Notre Dame de Grace Que:* Beremi Construction Ltee, installation of laundry facilities, Benny Farm. *Pierrefonds Que:* Beremi Construction Ltee, installation of aluminum strips to windows, Cloverdale Park. *Winnipeg Man:* Shelmerdine Nurseries Ltd, planting trees & shrubs (F P 1/61).

In addition, this Corporation awarded 28 contracts containing the General Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Portage la Prairie Indian Agency Man: R E Turner, heating alterations, etc, Brandon IRS. *Hobbema Indian Agency Alta:* Stickel Plumbing & Heating Ltd, installation of water & sewer facilities in houses, Hobbema IR. *Lesser Slave Lake Indian Agency Alta:* Patry's Electric, electrification of houses, Wabasca (Bigstone) IR. *Stony-Sarcee Indian Agency Alta:* Reggin Roofing & Metal Works Ltd, installation of dishwashing unit, etc, Morley IRS; Reimer & Brunner Builders Ltd, construction of basements & porch additions for houses, Sarcee IR. *Kamloops Indian Agency B C:* Interior Contracting Co, construction of road, Quaaout IR. *Okanagan Indian Agency B C:* Moore & Son Well Drilling, construction of wells on various IRs.

DEFENCE CONSTRUCTION (1951) LIMITED

Summerside P E I: F W Jackson & Sons Ltd, interior painting of hangars Nos 3 & 4 & Bldg No 48, RCAF Station. *Cornwallis N S:* Roy V Germain Ltd, renewal of swimming pool piping system. *Chatham N B:* Froggett & van der Mout, interior painting of PMQs, RCAF Station. *St Jean Que:* Lagendyk & Co Ltd, interior painting of Bldg No 47, RCAF Station. *Valcartier Que:* General Structures Inc, application of metal roofs on bldgs, Camp. *Val D'Or Que:* Bedard-Girard Ltd, alterations to main power supply & station distribution, RCAF Station. *Camp Borden Ont:* Walker Painting & Decorating Co Ltd, interior painting of PMQs, RCAF Station. *North Bay Ont:* Windsor Painting Contractors Ltd, interior painting of PMQs, RCAF Station. *Petawawa Ont:* Joseph Downey & Son Painting Ltd, interior painting of PMQs, Camp. *Weston (Toronto) Ont:* Champagne Electric Ltd, rewiring of Bldg No 8. *Uplands Ont:* J W Havelin & Co Ltd, interior painting of PMQs, RCAF Station. *Winnipeg Man:* Brothan Painting Co Ltd, interior painting of Barrack Blocks Nos 62 & 63, RCAF

Station. *Moose Jaw Sask*: R S Klein Painters & Decorators Ltd, interior painting of Bldg No 80, RCAF Station. *Calgary Alta*: Quigley Decorating Ltd, interior painting of PMQs, Currie Barracks. *Cold Lake Alta*: Taylor Decorating Co Ltd, interior painting of bldgs, RCAF Station.

In addition, Defence Construction (1951) Limited awarded one contract containing the General Fair Wages Clause.

DEPARTMENT OF DEFENCE PRODUCTION

Goose Bay (Labr) Nfld: Parker Bros Ltd, painting of Bldgs Nos 33 and 37, RCAF Station. *Bedford N S*: Standard Construction Co Ltd, repairs to north jetty, RCN Magazine. *Moncton N B*: A N Clarke & Son Ltd, interior painting of PMQs, Area 5 Supply Depot, RCAF Station. *Clinton Ont*: Bathgate & Chapman, installation of air conditioning equipment, RCAF Station. *Ipperwash Ont*: Bernardo Marble, Terrazzo & Tile Ltd, laying quarry tile floor in Bldg No 51, Military Camp. *Kingston Ont*: Industrial Electrical Contractors Ltd, installation of fire alarm system, RMC. *London Ont*: John Duffy, renovations in Bldg No 30, 27 COD Workshop, Highbury Ave. *Oakville Ont*: E Hatcher & Son, interior painting of Annex No 2, Ortona Barracks. *Rockcliffe Ont*: Grimes Bros Ltd, installation of linoleum, RCAF Station. *St Catharines Ont*: Dominion Construction Co (Niagara) Ltd, repairs to windows & doors & exterior painting of Lake Street Armoury. *Toronto Ont*: Conrad-Rawlinson Ltd, painting of NSAWS sirens. *Moose Jaw Sask*: Moose Jaw Heating & Plumbing Co Ltd, supply & installation of air changing units, RCAF Station. *Esquimalt B C*: Farmer Construction Ltd, addition of lavatories, Bldg No 89, HMCS Naden. *Vancouver B C*: Continental Painters & Decorators Ltd, interior painting, 4050 West 4th Ave; Hugo Lantos Continental Painters & Decorators, interior painting of PMQs, South Jericho.

In addition, this Department awarded 51 contracts containing the General Fair Wages Clause.

NATIONAL HARBOURS BOARD

Montreal Que: Beaver Asphalt Paving Co Ltd, paving of wharf, Section 66; J H Dupuis Ltee, construction of transit shed, Section 67. *Vancouver B C*: Insul-Mastic & Building Products Ltd, reconditioning of shed walls, Ballantyne Pier.

DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

Mallorytown Landing Ont: Dodge Construction Co Ltd, construction of bathhouse & toilet bldg, St Lawrence Islands National Park. *Prince Albert National Park Sask*: Gordon H Brewster Construction Ltd, replacement of Clarke Creek Bridge on Narrows Road. *Kootenay National Park B C*: Cooper & Gibbard Electric Ltd, installation of underground primary power distribution, staff training area.

In addition, this Department awarded two contracts containing the General Fair Wages Clause.

POST OFFICE DEPARTMENT

This Department awarded three contracts containing the General Fair Wages Clause.

PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

Toronto Ont: Brown Boveri (Canada) Ltd, supply & installation of centrifugal blowers & motors in main treatment plant; S McNally & Sons Ltd, construction of Elmcrest sanitary trunk sewer; Robert McAlpine Ltd, construction of Massey Creek sanitary trunk sewer; S McNally and Sons Ltd, construction of Highland Creek Village sanitary trunk sewer; Angotti Construction Co Ltd, construction of West Don sanitary trunk sewer. *Souris Man*: G J Foley Construction Co Ltd, construction of water pumping station, reservoir & water feeder mains. *Winnipeg Man*: Nelson River Construction, construction of Wolseley Ave relief sewer, Home St to Aubrey St.

DEPARTMENT OF PUBLIC WORKS

Baie Verte Nfld: Thistle & Sons Ltd, construction of RCMP detachment quarters. *Beau Bois Nfld*: Avalon Construction & Enrg Ltd, construction of breakwater. *Forrester's Point Nfld*: Pelley Enterprises Ltd, construction of breakwater-wharf. *Port Albert Nfld*: Guy Evleigh, construction of landing wharf. *Round Harbour Nfld*: Pelley Enterprises Ltd, wharf improvements. *St John's West Nfld*: Cameron Contracting Ltd, construction of Agricultural Research Laboratory. *Terra Nova National Park Nfld*: Davis Construction Ltd, supply & installation of guide fence, Eastport Road. *Winter House Nfld*: Pelley Enterprises Ltd, slipway construction. *Cullogen N S*: Clare Construction Co Ltd, breakwater repairs. *Halifax N S*: Modern Building Cleaning Service of Canada Ltd, interior cleaning of North End Post Office; Blunden Supplies Ltd, alterations & additions, Immigration Bldg. *Parkers Cove N S*: David R W Robinson, repairs to east breakwater. *Petit de Grat N S*: Leonard Construction Co Ltd, construction of post office bldg. *North Sydney N S*: T C Gorman (Nova Scotia) Ltd, construction of

public wharf. *Sanford N S*: Bernard & Gerard Lombard, breakwater repairs. *Springhill N S*: Foundation Maritime Ltd, construction of Young Offenders' Institution. *Fredericton N B*: Weyman Construction Co Ltd, exterior renovation, Agriculture Research Station. *St George N B*: Fundy Contractors Ltd, installation of screenline, Post Office. *Chambly Que*: Ovila Fontaine, interior cleaning of new Post Office Bldg. *Champlain Que*: C Henri Bordeleau, repairs to protection works. *Gros Cacouna Que*: North Shore Construction Ltd, harbour development (phase I) roadway & breakwaters. *Miguasha Que*: La Fonderie de Lauzon Ltee, wharf improvements for ferry terminal. *Old Harry (MI) Que*: Turbide & Jomphe Enrg, harbour repairs & improvements. *Peribonka Que*: Ernest Boivin, breakwater extension. *Pointe-aux-Basques (Sept Iles) Que*: Continental Electrical Contracting Ltd, maintenance repairs to transit shed. *Quebec Que*: Giguere Transport Enr, snow removal from federal bldgs; Les Entreprises Lairet Ltd, renovations, Champlain Harbour Station. *Roberval Que*: Michel Simard, interior cleaning of federal bldg. *St Charles sur Richelieu Que*: Maurice Houle, construction of protection works. *St Fabien Que*: Georges Roy, wharf repairs. *St Luce Que*: Edouard DeChamplain, wharf repairs. *St Pascal Que*: Les Entreprises Lairet Ltd, repairs & alterations to federal bldg. *St Simon Que*: Gratien Gagnon, wharf repairs. *St Vallier Que*: Alphonse Mercier, construction of protection works. *St Vincent de Paul Que*: Jean Mailhot, modification to filtration plant, St Vincent de Paul Penitentiary. *Arnprior Ont*: Arnprior Decorators, painting of various bldgs, Civil Defence College. *Cochrane Ont*: Earl Toal, interior cleaning of federal bldg. *Cornwall Ont*: John Entwistle Construction Ltd, installation of lighting system for public wharf. *Etobicoke Ont*: Woodings Cleaning Service, interior cleaning of Post Office Bldg. *Guelph Ont*: Artifex Construction Ltd, alterations to Dominion Public Bldg. *Ottawa Ont*: Beaudoin Construction Ltd, installation of metal partitioning, Dominion Bureau of Statistics, Tunney's Pasture; A Lancot Construction Co, installation of sawdust disposal system, Forest Products Laboratory; Otis Elevator Company Ltd, elevator modernization, Jackson Bldg; Sanco Ltd, interior cleaning of Justice Building & Annex; Atlas Building Cleaning Co, interior cleaning, etc, Dominion Bureau of Statistics, Tunney's Pasture; Beaudoin Construction Ltd, general alterations to Trade & Commerce Bldg; A Lancot Construction Co, alterations to transit room, Dominion Observatory; A Lancot Construction Ltd, addition & alterations to Standards Bldg, Tunney's Pasture. *Penetanguishene Ont*: B Zaitz Construction & Marine, installation of steel boom. *Port Credit Ont*: Anchor Construction, additional sanitary facilities, Marine Terminal. *Sinclair Cove Ont*: Nipissing Construction Co Ltd, wharf construction. *Toronto Ont*: Taysmouth Industries Ltd, alterations & installation of moveable metal partitions for Dept of National Revenue, Income Tax Division, MacKenzie Bldg; Raney Brady McCloy Ltd, alterations to canteen facilities, RCMP "O" Division Headquarters, 3 Sullivan St. *Willowdale Ont*: Great Lakes Machinery, installation of mail handling conveyor & lighting alterations, federal bldg. *Fort Churchill Man*: Wright's Decorating Ltd, interior painting of PMQs. *Selkirk Man*: Triple L Construction Co, construction of office warehouse bldg for Depts of Public Works & Transport. *Regina Sask*: Westeel Products Ltd, roofing repairs, new Post Office Bldg. *Calgary Alta*: Adby Demolition Co Ltd, demolition & removal of bldgs from new UIC/DVA Bldg site. *Glacier National Park B C*: Tollestrup Construction Co Ltd, grading, paving & storm sewers, camp ground area. *Nanaimo B C*: Greenlees Piledriving Co Ltd, harbour improvements (phase 11) extension. *Prince Rupert B C*: D E Guyatt Co Ltd, replacing poles & substation structures for Dept of National Health & Welfare, Miller Bay Indian Hospital. *Quathiaski Cove B C*: John Laing & Son (Canada) Ltd, construction of wharves & floats for boat harbour (phase B). *Rossland B C*: Roland J Migneault, interior cleaning of federal bldg. *Yuculta Landing B C*: Ed Sawchuck Contracting Co Ltd, float extension. *Whitehorse Y T*: Parkins Construction Ltd, construction of garages for Indian hostels & Dept of National Health & Welfare Hospital Complex.

In addition, this Department awarded 61 contracts containing the General Fair Wages Clause.

DEPARTMENT OF TRANSPORT

Comfort Cove, Pouch Cove, Port Blandford & St Lawrence Nfld: Nordbec Construction Inc, construction of decca chain & related works. *Deer Lake Nfld*: Nordbec Construction, construction of remote receiver bldg & hydrogen shelter. *Charlottetown P E I*: Williams, Murphy & MacLeod Ltd, modifications to Air Terminal Bldg, etc. *Halifax N S*: Bedard Girard Ltd, installation of lighting facilities, etc, International Airport; Stuart Industries Ltd, modifications to fire hall & incinerator bldg, International Airport. *Mill Village N S*: Diamond Construction (1961) Ltd, construction of water supply line for SATCOM site. *Sydney N S*: Bedard Girard Ltd, installation of airport lighting facilities, etc; Municipal Ready-Mix Ltd, modifications to water distribution system, Airport; Municipal Ready-Mix Ltd, modifications to sewage disposal system, Airport; Municipal Ready-Mix Ltd, construction of aircraft apron, etc. *Moncton N B*: Moncton Plumbing & Supply Co Ltd, boiler replacement & renovations to central heating plant, Airport. *Carillon Que*: Pentagon Construction Co Ltd,

construction of tie-up wall, Carillon Lock on the Ottawa River. *Dorval Que:* Leonard J Weber Construction Co, extension to emergency power house, etc, International Airport; Construction I & S Ltee, fencing of airport boundary & water reservoir to Sources Road, International Airport. *London Ont:* King Paving & Materials Ltd; construction of taxiway, etc, Airport. *Peterborough Ont:* Dominion Bridge Co Ltd, construction of guard gate, Trent Canal; Dominion Steel & Coal Corporation, supply & installation of superstructure for swing bridge over Trent Canal on Maria St; Ruliff Grass Construction Co Ltd, construction of substructure for swing bridge over Trent Canal on Marie St; Ruliff Grass Construction Co Ltd, construction of substructure of guard gate on Trent Canal. *Trent Canal System Ont:* L Van Dyk Construction Ltd, dwelling conversion, Locks Nos 22 & 24, Township of Douro. *Grande Prairie Alta:* Cookshaw Electric Ltd, revision to lighting system, Airport. *Vancouver B C:* Miller Cartage & Contracting Ltd, stabilizing portions of taxiway shoulders, etc, International Airport. *Cambridge Bay N W T:* D L Guthrie Construction relocation of meteorological instruments & related work, Airport.

In addition, this Department awarded 22 contracts containing the General Fair Wages Clause.

Settlements during December *(Continued from page 45)*

Hydro-Electric Power Commission of Ontario—Public Empl. (CLC): 2-yr. agreement covering 8,500 empl.—general wage increases of 2% retroactive to April 1, 1964 and 3½% eff. April 1, 1965; in 1965 4 wks. vacation after 22 yrs. of service (formerly 25 yrs.); in 1966 4 wks. vacation after 20 yrs. of service; medical insurance plan (PSI) to provide improved benefits, 75% of cost being assumed by employer; agreement to expire March 31, 1966.

Kimberly-Clark Pulp & Paper, Longlac, Ont.—Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC): 21-mo. agreement covering 650 empl.—general wage increases for day wkrs. (time work rates) of 11¢ an hr. eff. Dec. 1, 1964 and 11¢ an hr. eff. Sept. 1, 1965; basic piece work rates increased by 2½% eff. Dec. 1, 1964 and 2½% eff. Sept. 1, 1965; vacation pay of 2% of gross earnings after working 30 days, 4% of gross earnings after working 625 days (formerly after 750 days), and 6% of gross earnings after working 2,085 days (formerly after 2,500 days); shift differentials of 7¢ and 8¢ an hr. for second and third shifts respectively (formerly 6¢ and 7¢ an hr.); sick benefit allowance increased to maximum of 20 days (formerly 12 days); company contributions toward medical, surgical and hospital care plan increased for married empl. to \$4 a mo. (formerly \$2.50 a mo.) eff. Dec. 1, 1964 and to \$6 a mo. eff. Aug. 31, 1965, and for single empl. to \$4 a mo. (formerly \$2.50 a mo.) eff. Aug. 31, 1965; rate for labourer \$2.12 an hr. after Sept. 1, 1965; agreement to expire Aug. 31, 1966.

Marathon Corp., Port Arthur, Ont.—Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC): 21-mo. agreement covering 550 empl.—general wage increases for day wkrs. (time work rates) of 11¢ an hr. eff. Dec. 1, 1964 and 11¢ an hr. eff. Sept. 1, 1965; basic piece work rates increased by 2½% eff. Dec. 1, 1964 and 2½% eff. Sept. 1, 1965; vacation pay of 2% of gross earnings after working 30 days, 4% of gross earnings after working 625 days (formerly after 750 days), and 6% of gross earnings after working 2,085 days (formerly after 2,500 days); shift differentials of 7¢ and 8¢ an hr. for second and third shifts respectively (formerly 6¢ and 7¢ an hr.); sick benefit allowances increased to maximum of 20 days (formerly 12 days); company contributions toward medical, surgical and hospital care plan increased for married empl. to \$4 a mo. (formerly \$2.50 a mo.) eff. Dec. 1, 1964 and to \$6 a mo. eff. Aug. 31, 1965, and for single empl. to \$4 a mo. (formerly \$2.50 a mo.) eff. Aug. 31, 1965; rate for labourer \$2.12 an hr. after Sept. 1, 1965; agreement to expire Aug. 31, 1966.

Ottawa City, Ont.—Public Empl. (CLC): 2-yr. agreement covering 2,000 empl.—general wage increases of 3% retroactive to Jan. 1, 1964 and 3% eff. Jan. 1, 1965; sick leave increased to 1½ days per mo. of service (formerly 1 day); shift differential increased to 12¢ an hr. (formerly 10¢); pay for work on statutory holidays increased to rate of time and one half (formerly straight time) in addition to holiday pay; travelling expense allowance of 60¢ per day for out-of-town work; rate for labourer, Jan. 1, 1965, will be \$1.84 an hr.; agreement to expire Dec. 31, 1965.

Provincial Paper, Thorold, Ont.—Pulp & Paper Mill Wkrs. (AFL-CIO/CLC): 1-yr. agreement covering 700 empl.—general wage increase of 9¢ an hr. retroactive to May 1, 1964; 2 wks. vacation after 3 yrs. of service (previously after 5 yrs.); shift differentials of 8¢ and 13¢ an hr. for second and third shifts respectively (previously 7¢ and 12¢ an hr.); rate for labourer \$2 an hr.; agreement to expire April 30, 1965.

Spruce Falls Power & Paper, Kapuskasing, Ont.—Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC): 2-yr. agreement covering 900 empl.—general wage increases for day wkrs. (time work rates) of 11¢ an hr. retroactive to Sept. 1, 1964 and 11¢ an hr. eff. Sept. 1, 1965; basic piece work rates increased by 2½% retroactive to Sept. 1, 1964 and 2½% eff. Sept. 1, 1965; vacation pay of 2% of gross earnings after working 30 days, 4% of gross earnings after working 625 days (formerly after 750 days), 6% of gross earnings after working 2,085 days (formerly after 2,500 days); company contributions toward medical, surgical and hospital care plan increased for married empl. to \$4 a mo. (previously \$2.50 a mo.) retroactive to Sept. 1, 1964 and to \$6 a mo. eff. Aug. 31, 1965, and for single empl. to \$4 a mo. (previously \$2.50 a mo.) eff. Aug. 31, 1965; second and third shift differentials increased to 7¢ and 8¢ an hr. respectively (formerly 6¢ and 7¢); sick benefit allowance increased to maximum of 20 days (formerly 12 days); rate for labourer \$2.12 an hr. after Sept. 1, 1965; agreement to expire Aug. 31, 1966.

Toronto City, Ont.—Fire Fighters (AFL-CIO/CLC): new agreement covering 1,220 empl.—terms of settlement not immediately available.

University of Saskatchewan, Saskatoon, Sask.—CLC-Chartered Local: 1-yr. agreement covering 700 empl.—general wage increase of 2% plus further adjustments amounting to 1.8%; first Monday in August to be paid holiday superseding half day previously given Exhibition Week; rate for labourer \$301 a mo.; agreement to expire June 30, 1965.

PRICE INDEXES

Consumer Price Index, December 1964

The consumer price index (1949=100) advanced 0.7 per cent in December, to 136.8 from 135.9 in November. It advanced 1.9 per cent since December 1963, when the index was 134.2.

Six of the seven main components of the index increased; the seventh, tobacco and alcohol, was unchanged.

The December food index at 133.2 was 0.9 per cent higher than the November index of 132.0. Higher prices were reported for fresh vegetables, particularly lettuce and tomatoes, and for fats and powdered skim milk. Prices were lower for eggs, grapefruit and canned orange juice. Slight price decreases occurred for most cuts of beef and pork, and turkey.

The housing index increased 0.2 per cent to 139.6 from 139.3 as a result of higher indexes for both shelter and household operation. In shelter, rent was unchanged despite increased prices for repairs, but home-ownership prices were higher. The household operation component moved up with the imposition of a 5-per cent tax in Manitoba on gas, electricity and telephone rates, and with increased prices for carpets and some household supplies.

The clothing index edged up 0.1 per cent to 121.0 from 120.9, mainly as a result of higher prices for clothing services, cotton and wool dress material, and footwear. Price movements for men's, women's and children's wear were mixed and offsetting.

The transportation index rose 0.9 per cent to 142.7 from 141.4, reflecting an increase in the automobile operation component. Initial prices of 1965 model passenger cars were higher than year-end prices of 1964 models. Gasoline prices decreased in some cities but not sufficiently to offset increases in other areas.

The health and personal care index increased 1.9 per cent to 174.3 from 171.1 as a result of higher rates for prepaid medical care in Ontario. The personal care component was fractionally higher as prices of personal care supplies rose.

The recreation and reading index, at 153.5, was 0.8 per cent higher than November's index of 152.3. The increase was primarily a reflection of higher prices for magazine subscriptions and an increase in the price of newspapers. The recreation component was fractionally higher as bicycle prices moved up slightly.

The tobacco and alcohol index was unchanged at 121.6. Lower prices for imported whiskey in British Columbia were not sufficient to move the alcoholic beverages component.

Group indexes in December 1963 were: food 131.4, housing 137.0, clothing 118.9, transportation 140.6, health and personal care 165.4, recreation and reading 151.4, and tobacco and alcohol 118.5.

City Consumer Price Indexes, November 1964

Consumer price indexes (1949=100) moved upward in nine regional cities and edged down 0.1 per cent in St. John's. The increases ranged from 0.1 per cent in Saint John to a full 1 per cent in Winnipeg.

Food indexes increased in the same nine cities, from 0.2 per cent in Saint John to 2.3 per cent in Ottawa. Indexes for housing remained constant in three cities and edged up in seven. Clothing indexes were higher in seven cities, lower in Halifax and unchanged in Saskatoon-Regina and Saint John. Transportation indexes were constant in seven cities, up in two and lower in Toronto.

The health and personal care indexes were higher in all ten cities. Recreation and reading indexes registered increases in eight cities and held steady in two. The tobacco and alcohol index moved up 5.4 per cent in Winnipeg; increases in two other cities were marginal and in Toronto the index moved down. In the five remaining cities the tobacco and alcohol indexes were unchanged.

Regional consumer price index point changes between October and November were as follows: Winnipeg +1.3 to 133.3; Ottawa +1.0 to 136.6; Montreal +0.7 to 135.9; Saskatoon-Regina +0.5 to 130.2; Vancouver +0.5 to 133.1; Toronto +0.4 to 137.1; Halifax +0.3 to 131.8; Saint John +0.2 to 134.8; Edmonton-Calgary +0.2 to 128.2; St. John's -0.1 to 121.7*.

Wholesale Price Index, November 1964

Canada's general wholesale index (1935-39=100) rose to 244.7 in November, up 0.1 per cent from the October index of 244.4 but down 0.8 per cent from the index a year ago, when the index stood at 246.7.

Four of the eight major group indexes were higher in November, three declined and the remaining one was unchanged.

The chemical products group index advanced 0.7 per cent to 193.0 from 191.7, and the non-ferrous metals products index advanced 0.7 per cent also, to 211.6 from 210.2.

The vegetable products group index increased 0.6 per cent to 217.3 from 216.0 and the wood products group index rose 0.3 per cent to 330.8 from 329.9.

* On base June 1951=100.

The animal products group index declined 0.4 per cent to 250.5 from 251.5, the non-metallic minerals products group index declined 0.3 per cent to 190.8 from 191.4, and the textile products group index eased down 0.1 per cent to 247.6 from 247.9.

The iron products group index was unchanged at 258.3.

The index of Canadian farm product prices at terminal markets (1935-39=100) advanced 1.8 per cent from 213.7 to 217.5 in the four-week period ended November 27. The animal products index increased 1.1 per cent from 261.8 to 264.8, and the field products index rose 2.7 per cent from 165.6 to 170.1.

The price index of residential building materials (1935-39=100) advanced 0.1 per cent in November, to 330.2 from 329.8; on the base 1949=100, to 144.8 from 144.6. The non-residential building materials price index (1949=100) was up 0.2 per cent in November, to 141.8 from 141.5.

U.S. Consumer Price Index, November 1964

The United States consumer price index (1957-59=100) rose 0.2 per cent in November,

the eighth monthly increase in 1964. The November index stood at 108.7, a record high, compared with 108.5 in October and 107.4 in November 1963.

Part of the increase was attributed to strikes in the automobile industry. Prices of used cars rose when stocks became low because of the lack of trade-ins on new cars, unavailable because of the strikes. Influenced by price reductions for meats and fresh fruits, the food index declined during the month.

As has been the case for years, the biggest November-to-November price increase was in the service category, which went up 2.1 per cent.

British Index of Retail Prices, October 1964

The British index of retail prices (Jan. 16, 1962=100) was 107.9 at mid-October, up from 107.8 in mid-September. The October 1963 index stood at 103.7.

The food group index fell slightly to 108.0, from 108.1 in September. The index for the housing group rose to 115.7 from 115.0 in September.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 195

Business

1. BRUMMET, RICHARD LEE. *Cost Accounting for Small Manufacturers*. Washington, GPO, 1963. Pp. [89].

2. COWAN, DONALD ROSS GRANT. *The Small Manufacturer and His Specialized Staff*. Washington, GPO, 1954. Pp. [37].

3. EUROPEAN PRODUCTIVITY AGENCY. *European Guide to General Courses in Business Management*. Paris, 1960. Pp. 640.

4. IMMER, JOHN R. *Profitable Small Plant Layout*. Washington, GPO, 1958. Pp. [48].

5. SMITH, ALAN A. *Technology and your New Products*. Washington, GPO, 1956. Pp. 57.

6. U.S. SMALL BUSINESS ADMINISTRATION. *Design in your Business*. Washington, GPO, 1953. Pp. [45].

7. U.S. SMALL BUSINESS ADMINISTRATION. *Executive Development in Small Business*. 2d ed. Washington, GPO, 1955. Pp. 44.

8. WITSCHHEY, ROBERT E. *Public Accounting Services for Small Manufacturers*. 2d ed. Washington, GPO, 1954. Pp. 14.

Canada. Royal Commission on Banking and Finance

The following two Working Papers were prepared for and published by the Royal Commission on Banking and Finance in Ottawa in 1964.

9. ASIMAKOPOULOS, ATHANASIOS. *The Reliability of Selected Price Indexes as Measures of Price Trends*. Pp. 73.

10. REUBER, G. L. *The Objectives of Monetary Policy*. Pp. 308.

Economic Conditions

11. BJERVE, PETTER JAKOB. *Planning in Norway, 1947-1956*. Amsterdam, North-Holland Pub. Co., 1959. Pp. 383.

An examination of national economic plans in Norway during a ten-year period.

12. CAMU, PIERRE. *Economic Geography of Canada; with an Introduction to a 68-Region System* [by] Pierre Camu, E. P. Weeks [and] Z. W. Sametz. Toronto, Macmillan, 1964. Pp. 393.

Contents: The Natural Environment. The Progressive Integration of Man with the Environment. The People. Instrumental Capital and Productivity. Energy: a Basic Input Primary Resource Industries. Secondary Industries: Manufacturing and Construction. Tertiary Activities: Trade and Services. Transportation; the Basic Link. The Development of a 68-Region System [a system for Canadian regional analysis].

13. MAYNE, ALVIN. *Designing and administering a Regional Economic Development Plan, with Specific Reference to Puerto Rico*. Paris, Organization for Economic Cooperation and Development, 1961. Pp. 66.

14. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Austria, 1964*. Paris, 1964. Pp. 35.

15. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Denmark, 1963*. Paris, 1963. Pp. 22.

16. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Germany, 1963*. Paris, 1963. Pp. 37.

17. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Iceland, January 1963*. Paris, 1963. Pp. 30.

18. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Netherlands, 1964*. Paris, 1964. Pp. [33].

19. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Switzerland, 1964*. Paris, 1964. Pp. 31.

20. ROTHBARD, MURRAY NEWTON. *America's Great Depression*. Princeton, N.J., Van Nostrand, 1963. Pp. 361.

An analysis of the causes of the great American depression which began in 1929 and lasted till the beginning of World War II.

21. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *World Economic Survey, 1963. Pt. 1: Trade and Development: Trends, Needs and Policies*. New York, 1964. Pp. 306.

22. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Economic Survey of Europe in 1961. Pt. 2. Some Factors in Economic Growth in Europe during the 1950s*. Geneva, 1964. 1 volume (various pagings)

Pt. 1 of the Economic Survey of Europe in 1961 was published in 1962.

Education

23. LAYCOCK, SAMUEL RALPH. *Special Education in Canada*. Toronto, Gage, 1963. Pp. 187.

Lectures delivered under the Quance Lectures in Canadian education, University of Saskatchewan, 1963.

24. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. STUDY GROUP IN THE ECONOMICS OF EDUCATION. *Economic Aspects of Higher Education*. Contributions by: Frank Bowles [and others] Editor and rapporteur general: Seymour E. Harris. Paris, 1964. Pp. 252.

This book includes the background papers of a meeting, held by the Study Group in the Economics of Education of the O.E.C.D. in June, 1962, which considered the economics of higher education. Such topics as admission practices, trends in inflow, enrolment and graduation of students, and costs and financing were considered.

25. WYLIE, TORRANCE J. *Government Support of Universities and Colleges*. Ottawa, Canadian Universities Foundation, 1964. Pp. 45.

A detailed examination of federal and provincial financial support of universities and colleges, excluding student aid, in the years 1958-59 to 1962-63.

Education, Vocational

26. HARRIS, NORMAN C. *Technical Education in the Junior College; New Programs for New Jobs*. Washington, American Association of Junior Colleges, c1964. Pp. 102.

27. *Technical and Vocational Education and Training; Recommendations by Unesco and the International Labour Organization*. [Paris, UNESCO; Geneva, International Labour Organization, 1964] Pp. 36.

Contents: Recommendation concerning technical and vocational education (adopted by UNESCO, December 11th, 1962). Recommendation concerning vocational training (adopted by the 46th Session of the International Labour Conference on June 6, 1962).

28. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL EDUCATION. *Curriculum Materials for Trade and Industrial Education, 1963; a Listing of Materials available from Public Education Agencies*. Compiled by Merle E. Strong. Washington, GPO, 1964. Pp. 88.

29. VENN, GRANT. *Man, Education and Work; Postsecondary Vocational and Technical Education*, by Grant Venn, assisted by Theodore J. Marchese, Jr. Washington, American Council on Education, 1964. Pp. 184.

A study conducted by the American Council on Education, Commission on Academic Affairs.

A study of vocational and technical education, its development, its place in secondary and higher education, its relationship to Federal Government, manpower needs at the present time and in the future, and major issues in vocational and technical education.

Employment Management

30. AMERICAN MANAGEMENT ASSOCIATION. *The Personnel Job in a Changing World*. Contributors: Douglas W. Bray [and others] Editor: Jerome W. Blood. New York [c1964] Pp. 368.

Some of the topics discussed in this volume are: automation and unemployment, job security, retraining, collective bargaining, the problem of the unskilled worker, management training, programmed instruction, and personnel testing.

31. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Personnel Audits and Reports to Top Management*, by Geneva Seybold. New York, 1964. Pp. 149.

"Personnel auditing . . . consists of the analysis and evaluation of personnel policies, procedures, and practices to determine the effectiveness of personnel administration in the company." There are 4 steps in personnel auditing: 1. collection and compilation of information; 2. analysis and interpretation of the information; 3. evaluation of the information; and, 4. "the taking of appropriate action on the basis of what is learned." This study describes procedures used by 132 companies, employing over 2 million people.

32. SUTERMEISTER, ROBERT A., Ed. *People and Productivity*. New York, McGraw-Hill, 1963. Pp. 520.

Discusses how to get employees to produce more on the job. Contains 11 brief chapters followed by readings to accompany the chapters.

33. WEBSTER, EDWARD CLARK. *Decision Making in the Employment Interview* [by] Edward C. Webster in collaboration with: C. W. Anderson [and others. Montreal] Industrial Relations Centre, McGill University, 1964. Pp. 124.

Reports upon almost nine years' research conducted by the Applied Psychology Centre of McGill University under a grant from the Defence Research Board.

A study of interviewing techniques based on research done among personnel officers in the Canadian army over a number of years.

Industrial Health

34. GREAT BRITAIN. FACTORY INSPECTORATE. *Annual Report of H. M. Chief Inspector of Factories on Industrial Health*, 1963. London, HMSO, 1964. Pp. 56.

35. INTERNATIONAL LABOUR OFFICE. *Adaptation of Work to Man and Occupational Health Problems in Countries undergoing Industrial Development*. Geneva, 1964. Pp. 19.

36. INTERNATIONAL LABOUR OFFICE. *Man at Work; Studies on the Application of Physiology to Working Conditions in [a] Sub-Tropical Country*, by E. Hohwu Christensen. Geneva, 1964. Pp. 49.

Industry—Location

The following eight Surevys were prepared and issued by the Industrial Development Branch, Dept. of Industry and Development of the Province of Alberta in Edmonton in 1964.

37. *Village of Alix*. Rev. Oct. 1963. Pp. 11.

38. *Town of Barrhead*. Rev. May 1964. Pp. 14.

39. *Town of Hinton*. Rev. Oct. 1963. Pp. 16.

40. *City of Lloydminster*. Rev. Dec. 1963. Pp. 16.

41. *Village of Mirror*. Rev. June 1964. Pp. 12.

42. *Town of St. Paul*. Rev. June 1964. Pp. 18.

43. *Town of Stettler*. Rev. May 1963. Pp. 14.

44. *Village of Thorhild*. Rev. Nov. 1963. Pp. 10.

45. ATLANTIC PROVINCES ECONOMIC COUNCIL. *Community and Municipal Development*. Halifax, 1964. Pp. 23.

A brief look at community development as a means of attracting new industry to the community.

Labouring Classes

46. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. *Standard Recipes for Employee Cafeterias and Other Large Food Services*. 6th ed. [Melbourne?] 1963. Pp. 193.

47. CANADIAN ASSOCIATION FOR ADULT EDUCATION. *The Sixties: the Changing Nature of Work*. [Toronto, 1964] Pp. 18.

48. SILVEY, TED F. *Automation; the Three-Legged Stool*. Washington, American Federation of Labor and Congress of Industrial Organizations. Research Department [n.d.] Pp. [10].

This booklet is a reprint of a three-part article published in the American Pressman.

49. U.S. BUREAU OF LABOR STATISTICS. *Labor Law and Practice in Taiwan (Formosa)*. Washington, 1964. Pp. 72.

50. U.S. NATIONAL CENTER FOR HEALTH STATISTICS. *Disability among Persons in the Labor Force, by Employment Status, United States, July 1961-June 1962. Selected Statistics on Limitation of Activity and Days of Restricted Activity and Bed Disability for the Total Labor Force, by Age,*

Sex, Family Income, Employment Status, Occupation, and Industry. Based on Data collected in Household Interviews during July 1961-June 1962. Washington, U.S. Department of Health, Education, and Welfare, Public Health Service, 1964. Pp. 54.

Pensions

51. CANADA. DEPARTMENT OF NATIONAL HEALTH AND WELFARE. *The Canada Pension Plan.* Ottawa, Queen's Printer, 1964. Pp. 26.

"The Canada Pension Plan is designed to extend social insurance protection to people in retirement, to widows, orphans and the disabled. It will be a basic part of Canada's social security system."

52. MCGILL, DAN MAYS. *Fundamentals of Private Pensions.* 2d ed. Homewood, Ill., Published for the Pension Research Council, Wharton School of Finance and Commerce, University of Pennsylvania by R. D. Irwin, 1964. Pp. 421.

This book is intended to serve as a text or reference book. It deals with such matters as choice of a funding agency in setting up a private plan; installing and operating the plan; the basic features of a pension plan; and various particulars about funding. The appendices include a specimen pension plan, a specimen group deferred annuity, and a special trust agreement for trust fund pension plan.

53. U.S. BUREAU OF LABOR STATISTICS. *Unfunded Private Pension Plans.* Washington, GPO, 1964. Pp. 34.

Analyzes the principal features of unfunded private pension plans. Based on reports submitted to the U.S. Department of Labor under provisions of the Welfare and Pension Plan Disclosure Act.

Public Welfare

54. GORDON, MARGARET S. *The Economics of Welfare Policies.* New York, Columbia University Press, 1963. Pp. 159.

Partial Contents: Welfare Programs in the United States. Some International Comparisons. Welfare Programs and Income Redistribution. The Old-Age, Survivors, and Disability Insurance Program. Unemployment Compensation.

55. MAY, EDGAR. *The Wasted Americans; Cost of our Welfare Dilemma.* 1st ed. New York, Harper & Row, 1964. Pp. 227.

The author, a journalist (and Pulitzer Prize Winner), who went around the U.S. to examine public welfare conditions in the big cities, suggests ways of dealing with welfare problems.

Taxation

56. CANADIAN TAX FOUNDATION. *Income Taxation of Inter Vivos Trusts,* by Marshall A. Cohen. Toronto, 1964. Pp. 95.

"Inter vivos" (between living persons) is used to designate "a gift which passes title from one living person to another." This pamphlet con-

siders the question of income taxation of inter vivos trusts under the Canadian Income Tax Act.

57. CANADIAN TAX FOUNDATION. *Provincial Sales Taxes; Report of a Survey of Retail Sales Taxes in Canada,* by John F. Due [and] Bernard J. Kilbride. Rev. ed. Toronto, 1964. Pp. 234.

58. COMMERCE CLEARING HOUSE CANADIAN LIMITED. *Expenses under Canadian Income Tax Act.* 2d ed. revised to June 1, 1964 and reflecting the 1964 amendments. Don Mills, Ont., 1964. Pp. 134.

Unemployment

59. CURTIS, THOMAS BRADFORD. *87 Million Jobs; a Dynamic Program to end Unemployment.* 1st ed. New York, Duell, Sloan and Pearce, 1962. Pp. 126.

The author is a Republican Congressman from Missouri who served on the Committee on Ways and on the Joint Economic Committee, both committees dealing with economic policy. He suggests a 5-point program to be undertaken by the federal government to help the employment situation in the U.S.

60. JACOBY, JOAN ELIZABETH. *A Statistical Analysis of Long-Term Unemployment, 1954-1961.* Ann Arbor, Mich., University Microfilms, 1963. Microfilm copy (positive) of typescript. Collation of the original: Pp. 292. M. A. Thesis, American University, Washington, D.C.

61. JAKUBAUSKAS, EDWARD BENE-DICT. *"New Frontier" Employment Policies.* Madison, Wis., 1964. Pp. 8.

Briefly reviews the employment policies of the Kennedy administration (1960-1963) and concludes that the administration lacked imagination in carrying out its manpower training program.

62. LEVINE, MARVIN JACOB. *An Evaluation of Retraining Programs for Unemployed Workers in the United States.* Ann Arbor, Mich., University Microfilms, 1964. Pp. 373.

Thesis (Ph.D.)—University of Wisconsin, 1964.

Reprint of original edition, produced by Microfilm-Xerography.

The author examines retraining programs sponsored by public agencies, companies, and unions, and describes and evaluates the characteristics, costs, methods of administration, and accomplishments of training programs operated by the various sponsors.

Workmen's Compensation

63. CANADA. DEPARTMENT OF LABOUR. ACCIDENT PREVENTION AND COMPENSATION BRANCH. *If You have an Accident; What to do and How to do it.* Ottawa, Queen's Printer, 1964. Pp. 18.

64. INTERNATIONAL ASSOCIATION OF INDUSTRIAL ACCIDENT BOARDS AND COMMISSIONS. *Workmen's Compensation Problems, 1963; Proceedings, 49th Annual Convention . . . Miami Beach, Florida, November 10-14, 1963*. Washington, GPO, 1964. Pp. 267.

65. U.S. BUREAU OF LABOR STANDARDS. *Agricultural Workers and Workmen's Compensation*. (Revised) January 1964. Washington, GPO, 1964. Pp. 19.

Youth

66. LEVITAN, SAR A. *Youth Employment Act (S. 1, H.R. 1, and H.R. 1890, 88th Congress)*. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1963. Pp. 21.

A brief examination of two similar bills dealing with problems of youth unemployment introduced in the 88th Congress of the U.S. House of Representatives and Senate.

67. U.S. CHILDREN'S BUREAU. *It's Your Children's Bureau; the Bureau's Current Program*. Rev. ed. Washington, GPO, 1964. Pp. 77.

The story of the U.S. Children's Bureau which was set up to investigate and report on matters pertaining to the welfare of children in the United States.

Miscellaneous

68. BLAXLAND, GREGORY. J. H. *Thomas; a Life for Unity*. London, Frederick Muller, 1964. Pp. 303.

A biography of the British trade union official and politician who was active in the British Labour Party and who served in the

National Government cabinet of J. Ramsay MacDonald and later in the Conservative Government cabinet of Stanley Baldwin.

69. MILLER, HERMAN PHILLIP. *Rich Man, Poor Man*. Illus. by Bill Gorman. New York, Crowell, 1964. Pp. 260.

Dr. Miller, an official of the U.S. Bureau of the Census, writes about income distribution in the U.S. Among other matters, he discusses the cash value of education, the income of minority groups, the importance of working wives, and the income situation of broken homes and of the elderly part of the population.

70. MYERS, ROBERT JULIUS. *The Outlook for Labor Costs; Remarks before the Labor Forum of the New York Society of Security Analysts, New York, New York, March 20, 1963*. [Washington, U.S. Dept. of Labor, 1963] Pp. 11.

71. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Mergers and Markets; a Guide to Economic Analysis of Case Law*, by Betty Bock. 3d ed. New York, 1964. Pp. 289.

"A guide to the economic factors taken into account in the enforcement of the merger act." Examines a number of cases that come under Section 7 of the Clayton Act, which section "prohibits an acquisition by a corporation of all or part of the stock or assets of another corporation if the acquisition may substantially lessen competition or tend to create a monopoly in any market."

72. U.S. DEPARTMENT OF LABOR. *The Economic Situation of Negroes in the United States*. Rev. ed. Washington, GPO, 1962. Pp. 32.

73. TURABIAN, KATE L. *Student's Guide for writing College Papers*. Chicago, University of Chicago Press, 1963. Pp. 172.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION WEEK ENDED DECEMBER 12, 1964

(estimates in thousands)

SOURCE: Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,899	604	1,938	2,548	1,168	641
Men.....	4,908	444	1,406	1,768	835	455
Women.....	1,991	160	532	780	333	186
14—19 years.....	639	62	195	213	115	54
20—24 years.....	908	97	301	293	145	72
25—44 years.....	3,054	246	876	1,145	502	285
45—64 years.....	2,089	181	520	810	366	212
65 years and over.....	209	18	46	87	40	18
Employed.....	6,614	562	1,834	2,472	1,136	610
Men.....	4,673	406	1,318	1,707	808	434
Women.....	1,941	156	516	765	328	176
Agriculture.....	521	33	80	140	250	18
Non-agriculture.....	6,093	529	1,754	2,332	886	592
Paid workers.....	5,562	479	1,597	2,149	804	533
Men.....	3,801	337	1,121	1,445	522	376
Women.....	1,761	142	476	704	282	157
Unemployed.....	285	42	104	76	32	31
Men.....	235	38	88	61	27	21
Women.....	50	*	16	15	*	10
Persons not in the Labour Force.....	5,980	689	1,776	1,949	1,004	562
Men.....	1,485	201	426	448	260	150
Women.....	4,495	488	1,350	1,501	744	412

* Less than 10,000.

**TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED
DECEMBER 12, 1964, CANADA**

(estimates in thousands)

SOURCE: Labour Force Survey

—	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over ⁽¹⁾	12,879	2,054	3,712	992	3,803	944	1,374
Labour Force	6,899	639	3,567	825	1,005	654	209
Employed.....	6,614	585	3,450	754	986	639	200
Unemployed.....	285	54	117	71	19	15	*
Not in the labour force.....	5,980	1,415	145	167	2,798	290	1,165
Participation rate ⁽²⁾							
1964, December 12.....	53.6	31.1	96.1	83.2	26.4	69.3	15.2
November 14.....	54.1	31.9	96.6	84.5	26.6	68.6	16.0
Unemployment rate ⁽³⁾							
1964, December 12.....	4.1	8.5	3.3	8.6	1.9	2.3	*
November 14.....	3.7	8.4	2.7	7.7	2.0	2.6	*

⁽¹⁾ Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

⁽²⁾ The Labour Force as a percentage of the population 14 years of age and over.

⁽³⁾ The unemployed as a percentage of the labour force.

* Less than 10,000.

TABLE A-3—UNEMPLOYED, WEEK ENDED DECEMBER 12, 1964

(estimates in thousands)

SOURCE: Labour Force Survey

	December 1964	November 1964	December 1963
Total Unemployed.....	285	258	346
On temporary layoff up to 30 days....	14	14	20
Without work and seeking work.....	271	244	326
Seeking full-time work.....	259	229	305
Seeking part-time work.....	12	15	21
Seeking under 1 month.....	105	95	121
Seeking 1-3 months.....	99	83	132
Seeking 4-6 months.....	33	32	35
Seeking more than 6 months.....	34	34	38

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ^[1]						Totals ^[2]
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ^[2]	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour income	
1959—Total.....	552	5,906	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total.....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total.....	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total.....	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total.....	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
September.....	49.1	522.9	172.5	.....	.....	.....	.....	.....	.....	1,889.2
October.....	48.7	522.4	172.8	.....	.....	.....	.....	.....	.....	.....
November.....	48.3	523.8	172.2	90.8	364.9	102.1	814.3	1,702.8	220.9	1,861.5
December.....	48.0	516.7	166.6	.....	.....	.....	.....	.....	.....	1,824.6
1964—										
January.....	48.5	520.7	168.6	.....	.....	.....	.....	.....	.....	1,816.7
February.....	48.8	524.8	166.2	70.0	308.9	99.7	793.3	1,730.1	220.7	1,826.2
March.....	48.8	529.8	165.4	.....	.....	.....	.....	.....	.....	1,839.5
April.....	47.3	532.6	170.6	.....	.....	.....	.....	.....	.....	1,870.5
May.....	49.2	548.1	175.6	75.0	377.4	105.7	827.1	1,822.2	226.0	1,942.8
June.....	51.4	558.2	179.9	.....	.....	.....	.....	.....	.....	1,995.5
July.....	52.5	546.3	182.8	.....	.....	.....	.....	.....	.....	1,982.1
August.....	50.4	567.7	188.3	104.9	456.1	110.3	850.9	1,830.4	230.4	2,019.3
September*.....	50.3	576.4	190.0	.....	.....	.....	.....	.....	.....	2,074.6
October†.....	50.9	566.0	186.7	.....	.....	.....	.....	.....	.....	2,047.7

Seasonally Adjusted

1959—Total.....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total.....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total.....	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total.....	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total.....	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
September.....	48.3	508.7	168.7	.....	.....	.....	.....	.....	.....	1,818.9
October.....	48.5	513.9	170.2	.....	.....	.....	.....	.....	.....	1,834.1
November.....	48.4	522.5	171.9	79.7	363.3	102.5	797.0	1,704.7	220.0	1,848.0
December.....	48.7	531.2	171.7	.....	.....	.....	.....	.....	.....	1,869.8
1964—										
January.....	49.1	536.7	173.5	.....	.....	.....	.....	.....	.....	1,891.3
February.....	49.7	538.3	172.4	80.8	391.2	102.5	812.7	1,745.6	224.2	1,902.3
March.....	50.1	540.0	173.5	.....	.....	.....	.....	.....	.....	1,906.5
April.....	49.0	535.1	175.1	.....	.....	.....	.....	.....	.....	1,913.1
May.....	48.8	541.6	174.6	88.0	375.8	105.5	826.2	1,790.7	225.7	1,924.8
June.....	50.3	543.2	175.1	.....	.....	.....	.....	.....	.....	1,927.5
July.....	50.8	546.1	175.9	.....	.....	.....	.....	.....	.....	1,949.3
August.....	49.3	556.7	179.9	92.4	380.5	107.2	849.9	1,844.5	228.4	1,969.5
September*.....	49.4	560.8	185.7	.....	.....	.....	.....	.....	.....	1,998.7
October†.....	50.6	556.4	183.4	.....	.....	.....	.....	.....	.....	1,996.8

^[1]Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

^[2]Includes post office wages and salaries.

^[3]Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at September 1964 employers in the principal non-agricultural industries reported a total employment of 3,254,464. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite ^[1]			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
Averages						
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960.....	118.7	176.5	75.83	109.5	177.8	78.19
1961.....	118.1	181.8	78.11	108.9	183.9	80.73
1962.....	121.5	187.5	80.55	113.3	189.2	83.17
1963.....	124.6	194.0	83.36	116.4	196.0	86.17
1963—						
August.....	130.2	193.9	83.28	120.0	194.4	85.47
September.....	130.3	196.0	84.22	120.3	197.2	86.71
October.....	129.4	197.0	84.65	119.3	198.8	87.43
November.....	128.6	197.0	84.61	118.6	200.7	88.24
December.....	125.1	190.0	81.64	115.9	192.6	84.67
1964—						
January.....	123.3	198.1	85.10	117.0	202.0	88.83
February.....	123.0	199.6	85.74	117.7	202.4	88.98
March.....	123.5	198.5	85.27	118.4	202.0	88.82
April.....	124.6	201.0	86.33	118.6	203.9	89.66
May.....	129.1	202.0	86.80	121.4	204.8	90.05
June.....	133.4	201.6	86.62	124.2	204.1	89.73
July.....	133.7	201.9	86.75	122.6	202.7	89.12
August*.....	136.4	203.0	87.19	126.4	203.9	89.65
September†.....	136.0	204.9	88.04	126.2	206.9	90.97

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels restaurants, laundries, dry cleaning plants business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Sept. 1964	Aug. 1964	Sept. 1963	Sept. 1964	Aug. 1964	Sept. 1963
				\$	\$	\$
Provinces						
Newfoundland.....	157.9	158.9	151.0	79.05	79.12	76.62
Prince Edward Island.....	156.1	159.5	146.5	61.59	60.60	59.01
Nova Scotia.....	100.4	102.5	101.0	71.82	71.20	69.28
New Brunswick.....	117.1	118.9	111.3	71.79	70.87	67.79
Quebec.....	136.5	136.6	130.3	86.04	85.14	82.06
Ontario.....	137.9	137.7	131.5	91.52	90.46	87.36
Manitoba.....	120.3	119.9	118.9	80.15	79.65	79.03
Saskatchewan.....	139.6	141.0	136.5	82.43	81.86	80.96
Alberta (including Northwest Territories).....	175.4	177.7	168.8	87.07	87.36	84.52
British Columbia (including Yukon).....	131.6	133.8	126.0	95.83	94.81	91.01
Canada.....	136.0	136.4	130.3	88.04	87.19	84.22
Urban areas						
St. John's.....	165.3	160.5	155.6	66.44	66.55	64.17
Sydney.....	78.6	78.8	81.9	86.62	84.07	83.90
Halifax.....	124.7	127.7	126.7	73.32	73.01	70.93
Moncton.....	114.9	115.1	107.9	68.20	67.91	63.88
Saint John.....	106.0	104.5	106.7	72.09	71.45	69.74
Chicoutimi—Jonquiere.....	122.6	124.4	116.6	102.47	104.63	102.32
Quebec.....	134.6	134.0	129.6	76.19	74.87	73.11
Sherbrooke.....	123.1	123.4	115.8	75.20	74.34	72.00
Shawinigan.....	105.4	107.7	101.6	92.00	90.73	92.86
Three Rivers.....	128.1	131.4	120.3	81.67	81.31	77.55
Drummondville.....	99.3	98.5	90.4	72.39	70.48	69.73
Montreal.....	139.8	138.9	133.5	87.52	86.90	83.37
Ottawa—Hull.....	145.4	147.6	140.7	81.77	81.25	78.49
Kingston.....	139.2	142.3	129.6	88.26	86.86	82.20
Peterborough.....	109.0	110.7	102.9	95.43	95.41	95.27
Oshawa.....	234.5	212.7	206.6	111.71	104.74	101.53
Toronto.....	152.6	152.4	146.1	91.68	91.10	88.12
Hamilton.....	129.8	128.3	121.7	96.83	95.25	92.27
St. Catharines.....	130.9	128.3	120.0	100.79	101.90	95.22
Niagara Falls.....	122.6	125.2	113.7	86.84	83.98	81.75
Brantford.....	96.4	95.1	92.3	84.10	82.55	79.02
Guelph.....	140.1	142.4	133.4	82.70	81.04	79.86
Galt.....	133.1	134.0	126.1	77.63	77.24	76.19
Kitchener.....	152.1	150.9	145.1	81.60	81.23	78.44
Sudbury.....	137.7	137.5	127.0	97.47	97.30	95.24
Timmins.....	86.2	88.4	87.5	78.68	76.76	74.75
London.....	151.4	150.3	145.7	84.52	84.19	80.00
Sarnia.....	138.2	135.1	135.0	110.71	114.38	108.28
Windsor.....	91.0	89.1	81.9	108.37	104.45	94.79
Sault Ste. Marie.....	165.4	167.8	153.9	107.69	109.24	108.17
Fort William—Port Arthur.....	120.2	121.4	115.4	88.04	86.81	86.32
Winnipeg.....	121.5	121.6	117.9	77.07	76.93	75.27
Regina.....	159.9	161.0	153.6	80.67	79.89	79.39
Saskatoon.....	162.3	163.8	153.0	76.96	75.93	74.49
Edmonton.....	224.2	224.5	213.7	81.09	81.83	79.59
Calgary.....	198.1	199.7	185.3	86.97	87.47	83.28
Vancouver.....	130.7	132.1	123.8	93.94	92.96	88.85
Victoria.....	125.6	124.6	122.3	83.46	83.62	83.41

**TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY
WAGES AND SALARIES**

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Sept. 1964	Aug. 1964	Sept. 1963	Sept. 1964	Aug. 1964	Sept. 1963
				\$	\$	\$
Mining	116.3	118.4	116.7	106.16	104.09	103.21
Metal mining.....	129.8	131.6	129.3	106.82	104.88	104.18
Gold.....	61.0	63.2	64.6	87.14	85.32	84.76
Other metal.....	193.8	195.1	189.5	112.58	110.77	110.33
Fuels.....	80.6	81.8	81.7	112.87	110.80	108.60
Coal.....	37.7	36.6	38.6	85.83	81.84	83.89
Oil and natural gas.....	254.8	265.2	257.4	129.09	126.97	123.71
Non-metal.....	160.5	166.1	162.3	93.76	91.52	91.78
Manufacturing	126.2	126.4	120.3	90.97	89.65	86.71
Durable goods.....	132.9	132.1	124.5	99.12	97.56	94.13
Non-durable goods.....	120.7	121.6	116.8	83.47	82.46	83.09
Food and beverages.....	133.1	135.9	130.7	76.12	74.82	72.70
Meat products.....	141.0	142.2	138.2	87.79	87.60	84.65
Canned and preserved fruits and vegetables.....	212.5	211.5	203.1	58.77	55.34	55.69
Grain mill products.....	98.4	99.1	96.6	89.05	87.91	85.52
Bread and other bakery products.....	114.4	116.5	112.4	76.93	76.06	73.44
Distilled and malt liquors.....	98.2	100.0	96.4	109.50	108.88	105.87
Tobacco and tobacco products.....	82.5	82.7	79.5	94.48	93.41	88.77
Rubber products.....	120.8	119.4	106.6	97.07	93.64	92.11
Leather products.....	91.8	91.4	89.6	61.63	61.52	59.43
Boots and shoes (except rubber).....	94.5	94.1	95.0	59.61	59.89	57.43
Other leather products.....	86.9	86.6	79.8	65.62	64.72	63.77
Textile products (except clothing).....	91.4	91.8	86.4	74.05	73.12	70.21
Cotton yarn and broad woven goods.....	78.5	78.9	75.2	72.30	71.53	68.41
Woolen goods.....	67.7	68.4	66.3	65.99	65.80	64.29
Synthetic textiles and silk.....	112.1	112.9	99.0	81.11	79.86	76.50
Clothing (textile and fur).....	102.4	102.1	98.9	57.64	57.23	55.09
Men's clothing.....	106.3	105.7	102.3	56.22	55.45	53.88
Women's clothing.....	116.3	115.4	109.7	59.34	59.27	56.86
Knit goods.....	78.5	78.3	75.8	57.79	57.43	53.48
Wood products.....	119.1	121.2	116.2	79.01	77.97	75.78
Saw and planing mills.....	122.5	125.8	119.5	80.99	79.95	77.18
Furniture.....	129.3	128.5	124.9	77.06	76.31	75.03
Other wood products.....	82.0	83.7	82.3	69.94	67.74	67.58
Paper products.....	135.5	137.8	130.6	105.71	104.44	102.33
Pulp and paper mills.....	135.2	138.8	130.4	113.47	111.82	110.33
Other paper products.....	136.0	135.3	131.2	87.18	86.28	83.26
Printing, publishing and allied industries.....	126.1	125.0	127.5	98.92	97.76	94.73
Iron and steel products.....	125.2	124.8	116.1	103.20	102.20	98.90
Agricultural implements.....	71.3	73.7	65.2	108.40	109.52	101.03
Fabricated and structural steel.....	169.7	164.4	150.9	104.22	103.59	102.16
Hardware and tools.....	127.7	126.5	116.8	90.17	88.59	86.58
Heating and cooking appliances.....	115.6	114.3	108.8	88.79	87.38	87.84
Iron castings.....	110.2	107.6	103.6	99.76	97.81	93.06
Machinery, industrial.....	150.4	148.5	136.6	99.41	98.53	95.47
Primary iron and steel.....	148.9	150.9	133.9	116.89	115.11	113.25
Sheet metal products.....	126.2	127.5	121.1	99.34	99.30	95.08
Wire and wire products.....	130.5	128.7	119.3	102.41	102.84	99.35
Transportation equipment.....	131.1	126.9	118.4	110.04	107.51	102.11
Aircraft and parts.....	254.4	255.0	234.7	108.71	109.14	102.85
Motor vehicles.....	152.8	140.1	131.0	130.97	123.75	117.79
Motor vehicle parts and accessories.....	159.0	155.1	133.5	106.93	106.41	99.55
Railroad and rolling stock equipment.....	60.2	60.5	56.5	91.83	92.31	89.70
Shipbuilding and repairing.....	139.7	136.8	143.7	97.67	96.46	93.43
Non-ferrous metal products.....	135.1	135.2	129.4	101.20	100.10	98.05
Aluminum products.....	148.3	151.6	148.5	96.81	95.29	94.26
Brass and copper products.....	115.6	116.0	110.6	99.72	98.37	94.79
Smelting and refining.....	146.0	145.8	139.0	110.24	109.61	107.87
Electrical apparatus and supplies.....	165.3	163.3	156.9	96.26	95.26	92.75
Heavy electrical machinery.....	121.0	122.6	116.0	104.18	102.30	100.33
Telecommunication equipment.....	291.5	280.9	283.9	91.45	91.32	88.58
Non-metallic mineral products.....	166.1	167.5	156.6	98.15	96.13	92.76
Clay products.....	95.8	96.8	91.6	86.19	84.76	82.67
Glass and glass products.....	180.4	183.8	170.3	92.84	89.21	87.06
Products of petroleum and coal.....	143.7	147.6	139.6	131.79	131.97	128.45
Petroleum refining and products.....	146.4	150.5	141.6	132.94	133.15	129.63
Chemicals.....	140.6	141.6	136.7	105.90	104.76	102.37
Medicinal and pharmaceutical preparations.....	130.3	130.3	126.1	94.37	93.77	91.07
Acids, alkalis and salts.....	159.6	162.3	157.8	119.62	115.96	114.03
Miscellaneous manufacturing industries.....	170.4	169.3	159.6	79.15	78.17	75.60
Construction	146.1	148.9	143.2	98.65	97.56	94.48
Building and general engineering.....	144.4	145.0	141.4	105.66	104.17	101.54
Highways, bridges and streets.....	148.8	155.3	146.2	87.42	87.39	83.25
Electric and motor transportation	153.3	152.0	148.2	94.04	93.30	90.19
Service	192.6	200.8	175.2	61.64	60.69	58.87
Hotels and restaurants.....	167.0	172.3	152.9	46.78	46.13	45.15
Laundries and dry cleaning plants.....	160.8	161.4	140.0	54.46	53.84	52.76
Industrial composite	136.0	136.4	130.3	88.94	87.19	84.22

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCES

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* (DBS)

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	Sept. 1964	Aug. 1964	Sept. 1963	Sept. 1964	Aug. 1964	Sept. 1963
				\$	\$	\$
Newfoundland.....	40.2	39.5	39.8	1.76	1.73	1.70
Nova Scotia.....	41.4	41.7	40.9	1.74	1.73	1.67
New Brunswick.....	40.6	40.2	40.6	1.68	1.64	1.62
Quebec.....	42.5	42.4	42.4	1.82	1.81	1.76
Ontario.....	42.0	41.4	41.5	2.15	2.13	2.04
Manitoba.....	40.7	40.5	40.6	1.83	1.81	1.80
Saskatchewan.....	39.6	39.1	38.7	2.10	2.07	2.02
Alberta (includes Northwest Territories).....	39.5	40.5	39.4	2.08	2.08	2.01
British Columbia (includes Yukon Territory).....	37.7	37.2	37.5	2.49	2.47	2.37

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Sept. 1964	Aug. 1964	Sept. 1963	Sept. 1964	Aug. 1964	Sept. 1963	Sept. 1964	Aug. 1964	Sept. 1963
Mining	42.5	41.6	42.6	2.31	2.30	2.24	98.41	95.53	95.45
Metal mining.....	42.2	41.4	42.3	2.40	2.38	2.33	101.30	98.59	98.52
Gold.....	42.9	41.9	43.1	1.88	1.86	1.82	80.54	78.00	78.26
Other metal.....	42.0	41.3	42.0	2.56	2.55	2.51	107.78	105.34	105.44
Fuels.....	42.3	40.8	42.5	2.18	2.18	2.11	92.25	88.93	89.40
Coal.....	43.8	42.0	44.3	1.92	1.90	1.87	84.05	79.64	82.65
Oil and natural gas.....	39.6	38.9	39.5	2.70	2.67	2.54	106.93	103.99	100.29
Non-metal.....	44.1	43.0	43.9	2.11	2.09	2.05	92.97	90.00	89.84
Manufacturing	41.7	41.3	41.3	2.03	2.02	1.94	84.72	83.31	80.29
Durable goods.....	42.3	41.9	41.8	2.22	2.21	2.12	94.01	92.39	88.71
Non-durable goods.....	41.1	40.7	40.8	1.84	1.84	1.78	75.79	74.74	72.44
Food and beverages.....	40.8	40.1	40.2	1.69	1.69	1.64	69.04	67.74	65.72
Meat products.....	41.1	41.1	40.7	2.03	2.02	1.98	83.32	83.29	80.43
Canned and preserved fruits and vegetables.....	42.0	39.6	41.1	1.29	1.26	1.24	54.04	49.85	51.12
Grain mill products.....	43.5	43.0	42.3	1.96	1.96	1.90	85.40	84.09	80.26
Bread and other bakery products.....	41.1	40.9	40.8	1.73	1.75	1.64	71.33	71.47	67.06
Distilled liquors.....	40.3	40.8	40.3	2.35	2.35	2.23	94.87	95.84	89.79
Malt liquors.....	39.7	39.2	40.0	2.56	2.53	2.46	101.70	99.38	98.27
Tobacco and tobacco products.....	38.5	38.2	37.8	2.31	2.30	2.18	89.02	87.83	82.15
Rubber products.....	43.7	42.5	42.2	2.11	2.08	2.05	92.45	88.31	86.54
Leather products.....	40.5	40.6	41.0	1.41	1.40	1.34	57.18	56.94	54.87
Boots and shoes (except rubber).....	40.2	40.7	40.9	1.37	1.36	1.29	55.29	55.44	53.01
Other leather products.....	41.0	40.6	41.3	1.49	1.48	1.43	60.95	59.95	59.01
Textile products (except clothing).....	42.9	42.6	43.1	1.57	1.56	1.48	67.49	66.49	64.00
Cotton yarn and broad woven goods.....	42.3	42.2	42.7	1.62	1.61	1.52	68.65	67.91	64.79
Woolen goods.....	42.3	42.6	43.0	1.43	1.41	1.37	60.37	60.15	58.77
Synthetic textiles and silk.....	43.7	43.2	43.7	1.68	1.67	1.59	73.18	71.93	69.30
Clothing (textile and fur).....	39.4	39.5	39.1	1.34	1.33	1.29	52.88	52.65	50.27
Men's clothing.....	39.4	39.2	38.9	1.33	1.31	1.28	52.26	51.24	49.81
Women's clothing.....	38.0	38.1	37.4	1.44	1.45	1.39	54.90	55.43	52.09
Knit goods.....	42.1	42.3	42.0	1.25	1.24	1.18	52.59	52.66	49.68
*Wood products.....	41.7	41.5	41.9	1.81	1.80	1.73	75.65	74.47	72.53
Saw and planing mills.....	40.6	40.4	40.6	1.94	1.92	1.84	78.71	77.60	74.72
Furniture.....	43.8	43.5	44.7	1.64	1.63	1.58	71.81	70.76	70.63
Other wood products.....	43.4	42.9	43.5	1.51	1.47	1.43	65.47	63.15	62.47
Paper products.....	42.0	41.6	42.0	2.38	2.37	2.30	100.03	98.84	96.79
Pulp and paper mills.....	41.9	41.5	42.0	2.56	2.55	2.49	107.41	105.89	104.50
Other paper products.....	42.3	42.1	42.0	1.90	1.89	1.82	80.51	79.52	76.40
Printing, publishing and allied industries.....	39.6	39.2	39.0	2.50	2.48	2.42	98.91	97.40	94.37
*Iron and steel products.....	42.3	42.1	41.7	2.34	2.33	2.26	98.85	97.84	94.42
Agricultural implements.....	41.0	41.8	40.1	2.43	2.45	2.33	99.55	102.53	93.46
Fabricated and structural steel.....	42.9	42.7	43.0	2.24	2.25	2.23	96.19	96.10	95.93
Hardware and tools.....	43.3	42.9	42.6	1.94	1.92	1.89	84.16	82.48	80.31
Heating and cooking appliances.....	41.8	41.2	42.1	2.00	1.97	1.93	83.34	81.20	81.29
Iron castings.....	42.7	42.4	41.8	2.27	2.24	2.13	97.17	94.69	89.25
Machinery, industrial.....	43.0	42.9	42.4	2.21	2.19	2.13	94.81	93.75	90.32
Primary iron and steel.....	41.3	40.8	40.4	2.74	2.72	2.70	113.10	110.98	109.03
Sheet metal products.....	42.0	42.0	41.7	2.22	2.24	2.17	93.22	94.28	90.55
Wire and wire products.....	43.3	43.4	42.7	2.28	2.28	2.23	98.57	98.91	95.06
*Transportation equipment.....	42.7	42.1	41.9	2.46	2.43	2.31	104.98	102.24	96.95
Aircraft and parts.....	41.6	42.3	41.5	2.36	2.37	2.25	98.12	100.43	93.22
Motor vehicles.....	45.9	43.2	43.5	2.76	2.72	2.56	126.61	117.42	111.42
Motor vehicle parts and accessories.....	42.7	43.2	42.4	2.42	2.39	2.24	103.20	103.13	95.11
Railroad and rolling stock equipment.....	39.9	40.2	40.2	2.26	2.26	2.19	90.11	90.76	88.05
Shipbuilding and repairing.....	40.9	40.9	41.1	2.33	2.31	2.25	95.49	94.59	92.32
*Non-ferrous metal products.....	41.1	40.8	41.1	2.30	2.30	2.23	94.59	93.82	91.51
Aluminum products.....	42.1	41.3	41.8	2.04	2.05	2.01	85.88	84.68	83.97
Brass and copper products.....	43.0	42.7	42.3	2.22	2.22	2.12	95.34	94.54	89.75
Smelting and refining.....	40.2	40.1	40.4	2.57	2.57	2.50	103.25	102.95	101.01
*Electrical apparatus and supplies.....	41.6	41.1	41.4	2.05	2.05	1.97	85.25	84.08	81.40
Heavy electrical machinery and equipment.....	41.9	41.1	41.4	2.29	2.29	2.22	96.09	93.85	91.98
Telecommunication equipment.....	40.0	39.7	40.9	1.83	1.83	1.75	73.04	72.52	71.70
*Non-metallic mineral products.....	44.6	44.2	43.9	2.10	2.08	1.99	93.36	91.81	87.50
Clay products.....	42.8	42.8	42.9	1.88	1.87	1.80	80.42	79.78	77.03
Glass and glass products.....	41.7	41.6	40.3	2.13	2.09	2.02	88.61	86.96	81.64
Products of petroleum and coal.....	41.9	41.7	41.8	2.85	2.94	2.73	119.63	122.67	116.16
Petroleum refining and products.....	42.0	41.8	41.9	2.89	2.98	2.81	121.24	124.55	117.76
Chemical products.....	41.2	40.8	41.0	2.26	2.25	2.19	93.38	91.66	89.96
Medicinal and pharmaceutical preparations.....	39.7	39.9	39.9	1.75	1.75	1.71	69.66	69.92	68.43
Acids, alkalis and salts.....	41.5	40.0	40.7	2.63	2.59	2.53	109.22	103.42	102.87
Miscellaneous manufacturing industries.....	42.0	41.4	41.8	1.65	1.64	1.58	69.19	67.80	65.98
Construction	43.0	42.9	43.1	2.26	2.23	2.16	97.13	95.63	92.90
Building and general engineering.....	42.1	41.8	42.3	2.47	2.45	2.36	103.95	102.20	99.73
Highways, bridges and streets.....	44.8	45.0	44.5	1.89	1.87	1.80	84.76	84.12	80.08
Electric and motor transportation	45.2	44.9	44.7	2.09	2.08	2.03	94.64	93.56	90.70
Service	37.3	37.8	37.5	1.21	1.19	1.16	45.28	45.00	43.56
Hotels and restaurants.....	36.8	37.1	37.1	1.18	1.15	1.13	43.35	42.65	41.96
Laundries and dry cleaning plants.....	40.0	40.0	40.5	1.15	1.14	1.09	46.16	45.73	44.20

*Durable manufactured goods industries.

**TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED
WAGE EARNERS IN MANUFACTURING**

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963.....	40.8	1.95	79.40	190.2	142.8
Last Pay Period in:					
1963—September.....	41.3	1.94	80.29	192.4	144.0
October.....	41.4	1.96	80.93	193.9	144.7
November.....	41.5	1.98	81.91	196.2	146.2
December.....	38.0	2.02	76.53	183.3	136.6
1964—January.....	41.2	1.99	81.99	196.4	146.0
February.....	41.2	1.99	82.03	196.5	146.0
March.....	40.7	2.01	81.84	196.1	145.2
April.....	41.1	2.01	82.67	198.1	146.7
May.....	41.4	2.02	83.55	200.2	147.9
June.....	41.2	2.02	83.22	199.4	146.4
July.....	40.9	2.01	82.10	196.7	144.5
August*.....	41.3	2.02	83.31	199.6	147.2
September†.....	41.7	2.03	84.72	203.0	149.7

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

* Revised.

† Preliminary.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section DBS. See also Technical Note, page 923, October 1964 issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS ON HAND

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations on Hand		
	Male	Female	Total	Male	Female	Total
End of:						
December 1959.....	9,097	9,779	18,876	522,206	157,962	680,168
December 1960.....	9,859	7,996	17,855	570,789	163,893	734,682
December 1961.....	11,402	10,866	22,268	478,470	136,566	615,036
December 1962.....	14,281	13,638	27,919	473,575	137,429	611,004
December 1963.....	18,913	15,351	34,264	432,390	131,532	563,922
January 1964.....	19,737	15,658	35,395	498,726	153,661	652,387
February 1964.....	18,323	17,154	35,477	508,125	154,378	662,503
March 1964.....	23,470	18,805	42,275	511,312	149,296	660,608
April 1964.....	28,985	22,337	51,322	445,744	141,472	587,216
May 1964.....	30,955	23,676	54,631	319,268	126,509	445,777
June 1964.....	28,693	21,359	50,052	266,490	140,069	406,559
July 1964.....	29,445	19,458	48,903	233,564	128,799	362,363
August 1964.....	30,171	24,058	54,229	197,724	109,554	307,278
September 1964.....	33,617	23,611	57,228	173,988	104,907	278,895
October 1964.....	29,159	19,727	48,886	203,340	110,611	313,951
November 1964 ⁽¹⁾	38,620	22,704	61,324	254,346	118,294	372,640
December 1964 ⁽¹⁾	25,171	14,758	39,929	378,125	130,721	508,846

⁽¹⁾Latest figures subject to revision.

*Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1960-1963, AND DURING MONTH NOVEMBER 1963—NOVEMBER 1964

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1960—Year.....	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year.....	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1963—November.....	279,655	102,499	90,258	39,410	73,086	27,230
1963—December.....	361,520	102,561	67,736	39,222	65,920	38,947
1964—January.....	291,457	106,810	61,876	34,850	49,017	24,454
February.....	214,467	78,941	55,008	32,358	44,376	22,297
March.....	215,718	74,565	66,580	34,818	50,178	24,578
April.....	236,915	88,740	95,252	43,563	75,095	29,285
May.....	207,806	88,218	95,076	44,484	78,405	31,264
June.....	234,674	109,636	87,592	47,201	74,485	34,649
July.....	237,632	111,717	97,585	53,022	81,610	42,217
August.....	198,847	97,928	86,901	56,448	69,893	41,514
September.....	209,609	107,109	108,719	55,219	90,230	43,051
October.....	228,509 ^r	99,357 ^r	88,832	41,509	72,982	30,636
November ⁽¹⁾	277,052	104,803	109,323	45,645	82,945	30,749

⁽¹⁾Preliminary. r Revised.

**TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX,
DURING NOVEMBER 1964⁽¹⁾**

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from November 1963
Agriculture, Fishing, Trapping.....	2,360	328	2,688	+ 317
Forestry.....	1,904	21	1,925	- 1,018
Mining, Quarrying and Oil Wells.....	887	53	940	+ 322
Metal Mining.....	607	11	618	+ 284
Fuels.....	141	27	168	+ 4
Non-Metal Mining.....	47	3	50	+ 28
Quarrying, Clay and Sand Pits.....	63	1	64	+ 31
Prospecting.....	29	11	40	- 25
Manufacturing.....	15,889	6,766	22,655	+ 4,453
Foods and Beverages.....	1,606	1,072	2,678	+ 412
Tobacco and Tobacco Products.....	26	52	78	+ 39
Rubber Products.....	157	129	286	+ 72
Leather Products.....	257	238	495	0
Textile Products (except clothing).....	653	394	1,047	+ 283
Clothing (textiles and fur).....	442	1,674	2,116	+ 164
Wood Products.....	1,892	181	2,073	+ 251
Paper Products.....	841	317	1,158	+ 72
Printing, Publishing and Allied Industries.....	760	612	1,372	+ 446
Iron and Steel Products.....	2,844	348	3,192	+ 589
Transportation Equipment.....	3,510	275	3,785	+ 1,443
Non-Ferrous Metal Products.....	460	163	623	- 25
Electrical Apparatus and Supplies.....	548	481	1,029	+ 142
Non-Metallic Mineral Products.....	733	75	808	+ 302
Products of Petroleum and Coal.....	45	24	69	+ 30
Chemical Products.....	550	214	764	+ 168
Miscellaneous Manufacturing Industries.....	565	517	1,082	+ 65
Construction.....	12,213	175	12,388	+ 1,944
General Contractors.....	8,451	82	8,533	+ 1,621
Special Trade Contractors.....	3,762	93	3,855	+ 323
Transportation, Storage and Communication.....	6,709	326	7,035	+ 206
Transportation.....	6,068	140	6,208	+ 45
Storage.....	523	84	607	+ 125
Communication.....	118	102	220	+ 36
Public Utility Operation.....	250	44	294	+ 54
Trade.....	10,066	6,076	16,142	+ 1,790
Wholesale.....	4,031	1,168	5,199	+ 1,116
Retail.....	6,035	4,908	10,943	+ 674
Finance, Insurance and Real Estate.....	498	923	1,421	+ 215
Service.....	32,169	16,037	48,206	+ 5,095
Community or Public Service.....	831	1,231	2,062	+ 253
Government Service.....	25,931	4,554	30,485	+ 3,605
Recreation Service.....	350	134	484	+ 20
Business Service.....	1,099	654	1,753	- 45
Personal Service.....	3,958	9,464	13,422	+ 1,262
GRAND TOTAL.....	82,945	30,749	113,694	+ 13,378

⁽¹⁾Preliminary.

**TABLE D-4—REGISTRATIONS ON HAND, BY OCCUPATION AND BY SEX,
AS AT NOVEMBER 30, 1964.⁽¹⁾**

(Source: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations on Hand		
	Male	Female	Total
Professional & Managerial Workers.....	6,923	2,094	9,017
Clerical Workers.....	16,158	42,432	58,590
Sales Workers.....	6,746	13,177	19,923
Personal & Domestic Service Workers.....	31,447	24,535	55,982
Seamen.....	1,084	9	1,093
Agriculture, Fishing, Forestry (Ex. log.).....	5,951	280	6,231
Skilled and Semi-Skilled Workers.....	97,732	15,072	112,804
Food and kindred products (incl. tobacco).....	1,037	374	1,411
Textiles, clothing, etc.....	1,900	9,311	11,211
Lumber and lumber products.....	8,101	127	8,228
Pulp, paper (incl. printing).....	1,342	408	1,750
Leather and leather products.....	865	933	1,798
Stone, clay & glass products.....	248	15	263
Metalworking.....	8,437	666	9,103
Electrical.....	1,300	765	2,065
Transportation equipment.....	1,916	69	1,985
Mining.....	1,076	.....	1,076
Construction.....	26,755	2	26,757
Transportation (except seamen).....	18,097	88	18,185
Communications & public utility.....	417	.....	417
Trade and service.....	4,054	1,433	5,487
Other skilled and semi-skilled.....	15,333	658	15,991
Foremen.....	2,229	214	2,443
Apprentices.....	4,625	9	4,634
Unskilled Workers.....	88,305	20,695	109,000
Food and tobacco.....	3,185	4,738	7,923
Lumber & lumber products.....	8,828	366	9,194
Metalworking.....	3,246	544	3,790
Construction.....	44,515	2	44,517
Other unskilled workers.....	28,531	15,045	43,576
GRAND TOTAL.....	254,346	118,294	372,640

⁽¹⁾Preliminary.

**TABLE D-5—REGISTRATIONS ON HAND BY LOCAL OFFICE AREAS,
AT NOVEMBER 30, 1964**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Registrations on Hand		Office	Registrations on Hand	
	(a) Nov. 30, 1964	Previous Year Nov. 29, 1963		(a) Nov. 30, 1964	Previous Year Nov. 29, 1963
Newfoundland.....	11,009	12,427	Quebec—Concluded		
Corner Brook.....	2,212	3,081	Sherbrooke.....	3,690	3,472
Grand Falls.....	1,046	1,323	Sorel.....	1,542	1,507
St. John's.....	7,751	8,023	Thetford Mines.....	1,265	1,401
Prince Edward Island.....	2,027	1,915	Trois-Rivières.....	3,673	3,980
Charlottetown.....	1,464	1,175	Val d'Or.....	1,202	1,322
Summerside.....	563	740	Valleyfield.....	1,408	1,719
Nova Scotia.....	15,292	16,819	Victoriaville.....	1,878	1,706
Amherst.....	686	664	Ville St. Georges.....	3,437	2,468
Bridgewater.....	631	716	Ontario.....	114,711	121,438
Halifax.....	4,292	5,448	Amprior.....	220	228
Inverness.....	268	202	Barrie.....	1,076	1,021
Kentville.....	1,169	1,344	Belleville.....	1,235	1,352
Liverpool.....	247	366	Bracebridge.....	796	716
New Glasgow.....	1,495	1,889	Brampton.....	1,049	1,022
Springhill.....	567	663	Brantford.....	1,309	1,486
Sydney.....	2,964	2,512	Brockville.....	426	432
Sydney Mines.....	681	635	Carleton Place.....	281	305
Truro.....	1,051	1,212	Chatham.....	1,143	1,259
Yarmouth.....	1,241	1,168	Cobourg.....	630	675
New Brunswick.....	15,064	15,524	Collingwood.....	495	578
Bathurst.....	2,583	2,025	Cornwall.....	1,906	2,321
Campbellton.....	1,014	1,276	Elliot Lake.....	349	321
Edmundston.....	960	917	Fort Erie.....	520	711
Fredericton.....	1,095	1,274	Fort Frances.....	484	500
Minto.....	187	227	Fort William.....	1,322	1,671
Moncton ⁽²⁾	3,626	3,693	Galt.....	930	749
Newcastle.....	1,205	1,167	Gananoque.....	227	205
Saint John.....	2,613	2,570	Goderich.....	296	337
St. Stephen.....	962	1,260	Guelph.....	982	1,071
Sussex.....	319	341	Hamilton.....	8,570	9,295
Woodstock.....	500	774	Hawkesbury.....	539	562
Quebec.....	122,564	128,401	Kapuskasing.....	501	653
Alma.....	974	1,572	Kenora.....	831	658
Asbestos.....	464	416	Kingston.....	1,819	1,657
Baie Comeau.....	1,035	677	Kirkland Lake.....	547	599
Beauharnois.....	710	869	Kitchener.....	1,602	1,285
Buckingham.....	629	719	Leamington.....	495	783
Causapsal.....	1,275	1,365	Lindsay.....	535	448
Chandler.....	1,118	1,076	Listowel.....	154	189
Chicoutimi.....	1,880	1,664	London.....	3,373	3,561
Cowansville.....	305	319	Long Branch.....	3,065	2,863
Dolbeau.....	764	1,036	Midland.....	665	568
Drummondville.....	1,748	1,613	Napanee.....	402	396
Farnham.....	352	440	New Liskeard.....	281	378
Forestville.....	449	330	Newmarket.....	821	843
Gaspé.....	886	667	Niagara Falls.....	1,508	2,053
Granby.....	1,489	1,558	North Bay.....	1,168	1,241
Hull.....	2,740	2,978	Oakville.....	1,236	595
Joliette.....	2,649	2,634	Orillia.....	747	696
Jonquière.....	2,186	2,250	Oshawa.....	5,089	4,274
Lachute.....	625	593	Ottawa.....	5,440	5,596
Lac Mégantic.....	1,077	844	Owen Sound.....	873	885
La Malbaie.....	1,165	609	Parry Sound.....	280	307
La Tuque.....	507	581	Pembroke.....	1,154	1,285
Lévis.....	2,789	2,997	Perth.....	400	393
Louisville.....	470	642	Peterborough.....	1,995	2,341
Magog.....	757	433	Picton.....	343	300
Maniwaki.....	645	539	Port Arthur.....	1,605	2,300
Matane.....	980	823	Port Colborne.....	387	856
Mont-Laurier.....	729	602	Prescott.....	462	454
Montmagny.....	1,192	1,227	Renfrew.....	345	359
Montréal.....	41,597	47,273	St. Catharines.....	1,970	2,965
New Richmond.....	779	941	St. Thomas.....	555	563
Port Alfred.....	373	489	Sarnia.....	1,481	1,730
Québec.....	10,321	10,692	Sault Ste. Marie.....	1,705	1,840
Rimouski.....	1,765	1,846	Simcoe.....	618	682
Rivière du Loup.....	2,861	2,831	Smiths Falls.....	321	425
Roberval.....	954	809	Sturford.....	496	326
Rouyn.....	1,596	2,023	Surgeon Falls.....	504	746
Ste. Agathe des Monts.....	594	433	Sudbury.....	2,676	3,859
Ste. Anne de Bellevue.....	810	730	Tillsonburg.....	304	351
Ste. Thérèse.....	1,592	1,748	Timmins.....	1,183	1,365
St. Hyacinthe.....	1,414	1,338	Toronto.....	30,231	29,298
St. Jean.....	1,721	1,657	Trenton.....	564	623
St. Jérôme.....	1,330	1,491	Walkerton.....	448	491
Sept-Îles.....	1,356	1,378	Wallaceburg.....	261	504
Shawinigan.....	2,817	3,024	Welland.....	1,323	1,630
			Weston.....	2,328	2,453
			Windsor.....	4,389	5,329
			Woodstock.....	436	584

**TABLE D-5—REGISTRATION ON HAND BY LOCAL OFFICE AREAS,
AT NOVEMBER 30, 1964**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Registrations on Hand		Office	Registrations on Hand	
	(a) Nov. 30, 1964	Previous Year Nov. 29, 1963		(a) Nov. 30, 1964	Previous Year Nov. 29, 1963
Manitoba	16,000	17,640	British Columbia	44,133	51,699
Brandon.....	1,237	1,512	Chilliwack.....	1,116	1,751
Dauphin.....	667	1,017	Courtenay.....	717	846
Flin Flon.....	195	170	Cranbrook.....	620	645
Portage la Prairie.....	705	657	Dawson Creek.....	1,007	1,178
The Pas.....	333	318	Duncan.....	436	620
Winnipeg.....	12,863	13,966	Kamloops.....	1,521	1,203
Saskatchewan	10,646	11,243	Kelowna.....	818	801
Estevan.....	278	208	Mission City.....	887	1,032
Lloydminster.....	194	195	Nanaimo.....	724	942
Moose Jaw.....	850	911	Nelson.....	603	643
North Battleford.....	854	877	New Westminster.....	6,038	7,773
Prince Albert.....	1,550	1,600	Penticton.....	1,121	1,138
Regina.....	2,640	2,786	Port Alberni.....	526	698
Saskatoon.....	2,646	2,835	Prince George.....	1,940	2,161
Swift Current.....	481	431	Prince Rupert.....	1,362	1,198
Weyburn.....	266	252	Quesnel.....	711	668
Yorkton.....	887	1,148	Trail.....	603	601
Alberta	21,194	26,271	Vancouver.....	18,517	22,216
Blairmore.....	238	376	Vernon.....	1,061	1,183
Calgary.....	7,717	8,455	Victoria.....	3,409	3,845
Drumheller.....	290	372	Whitehorse.....	396	437
Edmonton.....	8,845	11,816	CANADA	372,640	403,377
Edson.....	234	295	Males.....	254,346	285,688
Grande Prairie.....	626	865	Females.....	118,294	117,689
Lethbridge.....	1,410	1,922			
Medicine Hat.....	860	1,019			
Red Deer.....	974	1,151			

(a) Preliminary subject to revision.

(2) Includes 295 registrations reported by the Magdalen Islands local office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 927, October 1964 issue.

**TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1964—September	4,205,000	4,031,400	173,600
August	4,330,000	4,148,000	182,000
July	4,271,000	4,065,700	205,300
June	4,241,000	4,039,100	201,900
May	4,173,000	3,922,900	250,100
April	4,280,000	3,782,300	497,700
March	4,348,000	3,750,700	597,300
February	4,339,000	3,731,900	607,100
January	4,334,000	3,735,400	598,600
1963—December	4,326,000	3,793,700	532,300
November	4,192,000	3,888,600	303,400
October	4,125,000	3,906,100	218,900
September	4,122,000	3,935,700	186,300

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES
BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX,
OCTOBER 30, 1964**

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1-4	5-13	14-26	27 or more*	Sept. 30, 1964	Oct. 31, 1963
CANADA.....	214,544	115,183	50,462	29,883	19,016	173,645	218,866
Male.....	138,803	83,071	29,637	15,444	10,651	104,858	143,553
Female.....	75,741	32,112	20,825	14,439	8,365	68,787	75,313
Newfoundland.....	6,074	2,819	1,702	1,032	521	4,458	5,809
Male.....	4,812	2,430	1,308	748	326	3,356	4,803
Female.....	1,262	389	394	284	195	1,102	1,006
Prince Edward Island.....	637	294	228	78	37	579	774
Male.....	397	216	127	49	5	371	487
Female.....	240	78	101	29	32	208	287
Nova Scotia.....	9,858	4,462	2,640	1,745	1,011	8,835	9,662
Male.....	7,224	3,434	1,901	1,215	674	6,468	7,045
Female.....	2,634	1,028	739	530	337	2,367	2,617
New Brunswick.....	8,465	4,085	2,131	1,444	805	7,260	8,768
Male.....	5,549	2,827	1,328	866	528	4,674	6,244
Female.....	2,916	1,258	803	578	277	2,586	2,524
Quebec.....	67,335	35,389	17,172	9,496	5,278	56,980	69,817
Male.....	45,463	26,497	11,057	4,882	3,027	36,985	47,685
Female.....	21,872	8,892	6,115	4,614	2,251	19,995	22,132
Ontario.....	77,136	44,972	15,784	9,988	6,392	57,185	69,843
Male.....	48,475	32,235	8,033	4,772	3,435	31,238	42,324
Female.....	28,661	12,737	7,751	5,216	2,957	25,947	27,519
Manitoba.....	7,445	3,046	2,054	1,122	1,223	6,394	7,928
Male.....	4,414	2,008	1,130	567	709	3,519	4,554
Female.....	3,031	1,038	924	555	514	2,875	3,374
Saskatchewan.....	4,280	2,066	1,092	609	513	3,567	4,276
Male.....	2,260	1,282	461	243	274	1,620	2,345
Female.....	2,020	784	631	366	239	1,947	1,931
Alberta.....	9,746	5,083	2,446	1,311	906	9,647	13,290
Male.....	5,526	3,104	1,303	611	508	5,546	8,891
Female.....	4,220	1,979	1,143	700	398	4,101	4,399
British Columbia.....	23,568	12,967	5,213	3,058	2,330	18,740	28,699
Male.....	14,683	9,038	2,989	1,491	1,165	11,081	19,175
Female.....	8,885	3,929	2,224	1,567	1,165	7,659	9,524

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, OCTOBER 1964

SOURCE: Statistical Report on the Operation of the Unemployment Insurance Act, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	2,560	1,851	709	2,176	1,370	806	1,221
Prince Edward Island.....	318	212	106	291	195	96	126
Nova Scotia.....	4,363	2,767	1,596	4,262	2,952	1,310	1,335
New Brunswick.....	4,057	2,698	1,359	3,773	2,521	1,252	1,569
Quebec.....	37,008	23,028	13,980	34,513	23,831	10,682	14,178
Ontario.....	48,316	27,880	20,436	45,569	31,853	13,716	13,827
Manitoba.....	3,667	2,528	1,139	2,918	1,883	1,035	1,414
Saskatchewan.....	2,208	1,664	544	1,933	1,160	773	771
Alberta.....	5,112	3,628	1,484	4,823	2,945	1,878	2,117
British Columbia (incl. Yukon Territory).....	13,277	8,865	4,412	11,968	7,733	4,235	5,025
Total, Canada, October 1964.....	120,886	75,121	45,765	112,226	76,443	35,783	41,583
Total, Canada, September 1964.....	85,842	55,467	30,375	83,763	55,759	28,004	32,923
Total, Canada, October 1963.....	126,219	79,690	46,529	117,375	80,555	36,820	41,521

*In addition, revised claims received numbered 27,163.

†In addition, 26,831 revised claims were disposed of. Of these, 2,688 were special requests not granted and 1,672 appeals by claimants. There were 6,481 revised claims pending at the end of the month.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, OCTOBER 1964

SOURCE: Statistical Report on the Operation of the Unemployment Insurance Act, DBS

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	13,752	302,347
Prince Edward Island.....	1,676	34,743
Nova Scotia.....	26,417	601,656
New Brunswick.....	20,608	443,513
Quebec.....	172,098	4,136,281
Ontario.....	188,091	4,631,096
Manitoba.....	18,481	434,562
Saskatchewan.....	10,637	239,766
Alberta.....	26,169	637,037
British Columbia (including Yukon Territory).....	56,556	1,380,419
Total, Canada, October 1964.....	534,485	12,841,420
Total, Canada, September 1964.....	538,557	12,791,963
Total, Canada, October 1963.....	595,019	13,989,450

*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year.....	126.5	121.1	131.4	109.9	138.4	150.2	141.7	114.0
1960—Year.....	128.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year.....	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1963—November.....	134.0	130.8	136.9	118.7	141.2	164.8	151.0	118.5
December.....	134.2	131.4	137.0	118.9	140.6	165.4	151.4	118.5
1964—January.....	134.2	131.4	137.3	117.7	141.1	165.4	152.1	118.5
February.....	134.5	131.3	137.3	117.8	142.6	165.4	152.3	119.4
March.....	134.6	131.3	137.5	118.6	143.0	156.4	152.3	119.4
April.....	135.0	131.8	137.8	119.1	142.8	116.5	151.0	119.5
May.....	135.0	131.2	138.3	118.7	142.4	167.3	151.5	120.2
June.....	135.3	132.5	138.4	119.0	142.0	167.3	151.4	120.2
July.....	136.2	135.4	138.7	119.0	141.6	167.3	151.5	120.2
August.....	136.1	135.1	138.7	118.9	141.4	167.5	151.5	120.2
September.....	135.6	132.7	138.9	119.4	141.6	167.7	150.9	120.2
October.....	135.6	131.0	139.2	120.7	141.4	170.4	151.1	121.4
November.....	135.9	132.0	139.3	120.9	141.4	171.1	152.3	121.6
December.....	136.8	133.2	139.6	121.0	142.7	174.3	153.5	121.6

NOTE: 1959 and 1960 figures are 1947-48 weighted; figures for 1961 *et seq* are 1957 weighted.

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF NOVEMBER 1964

(1949=100)

	All-Items			Food	Housing	Clothing	Transportation	Health and personal care	Recreation and reading	Tobacco and alcohol
	November 1963	October 1964	November 1964							
①St. John's, Nfld.....	120.8	121.8	121.7	116.4	116.2	115.7	121.4	164.9	147.3	116.4
Halifax.....	131.4	131.5	131.8	125.0	133.8	130.5	135.4	168.6	169.3	125.3
Saint John.....	133.3	134.6	134.8	131.1	133.7	127.5	141.7	190.2	154.0	125.4
Montreal.....	133.9	135.2	135.9	138.6	135.7	113.4	157.9	183.2	151.1	124.9
Ottawa.....	134.5	135.6	136.6	133.8	137.3	125.8	156.2	175.1	150.6	126.5
Toronto.....	135.2	136.7	137.1	130.5	140.8	126.6	138.4	167.8	189.8	123.9
Winnipeg.....	131.2	132.0	133.3	130.1	129.2	127.0	136.5	187.9	142.0	135.2
Saskatoon-Regina.....	128.7	129.7	130.2	128.8	128.7	132.5	134.0	149.4	149.0	120.9
Edmonton-Calgary.....	127.7	128.0	128.2	123.4	127.2	129.3	125.9	171.2	144.1	120.9
Vancouver.....	131.8	132.6	133.1	130.1	136.0	124.0	139.6	156.0	150.9	123.2

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

①St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 1048, November 1964 issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1959-1964

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1959.....	201	216	95,120	2,226,890	0.19
1960.....	268	274	49,408	738,700	0.06
1961.....	272	287	87,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1963.....	318	332	83,423	917,140	0.07
1963. November.....	11	42	5,761	46,560	0.04
December.....	11	29	4,218	35,770	0.03
*1964: January.....	13	29	1,756	21,730	0.02
February.....	24	46	7,957	82,410	0.08
March.....	24	50	7,142	92,450	0.08
April.....	17	41	8,617	88,900	0.08
May.....	15	35	7,488	63,700	0.06
June.....	46	66	15,148	195,080	0.16
July.....	38	72	18,183	147,710	0.12
August.....	36	68	11,418	103,200	0.10
September.....	26	63	9,039	104,010	0.09
October.....	30	60	10,593	101,580	0.09
November.....	25	57	15,080	105,590	0.09

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, NOVEMBER 1964, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	1	350	7,350
Mines.....	1	1,200	800
Manufacturing.....	32	8,509	78,870
Construction.....	6	600	3,010
Transpn. & utilities.....	7	4,175	14,620
Trade.....	8	223	730
Finance.....	.....	.....	.....
Service.....	1	5	10
Public administration.....	1	18	200
All industries.....	57	15,080	105,590

TABLE G-3—STRIKES AND LOCKOUTS, NOVEMBER 1964, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	.....	.....	.....
Prince Edward Island.....	.....	.....	.....
Nova Scotia.....	2	1,218	1,000
New Brunswick.....	.....	.....	.....
Quebec.....	13	2,230	29,270
Ontario.....	31	7,033	52,500
Manitoba.....	1	54	810
Saskatchewan.....	.....	.....	.....
Alberta.....	.....	.....	.....
British Columbia.....	7	479	7,680
Federal.....	3	4,066	14,330
All jurisdictions.....	57	15,080	105,590

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
NOVEMBER 1964**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Nov- ember	Accu- mulated		
FORESTRY The KVP Company, Espanola, Ont.	Carpenters Loc. 2537 (AFL-CIO/CLC)	350	7,350	8,050	Oct. 29	Transfer of two workers to other job classifications at lower wages~
MINES <i>Mineral Fuels</i> Dominion Coal (No. 20) Colliery), Glace Bay, N.S.	Mine Workers Loc. 4529 (Ind.)	1,200	800	800	Nov. 20 Nov. 20	Disciplinary suspension of one worker ~ Return of workers on instruction of union.
MANUFACTURING <i>Rubber</i> National Rubber and Pneuco Machinery, Toronto, Ont.	Rubber Workers Loc. 750 (AFL-CIO/CLC)	211	4,430	9,470	Sep. 28	Wages, hours, union security, irrevocable check-off~
<i>Paper</i> Standard Paper Box Montreal, Que.	Printing Federation (CNTU)	200	200	21,400	June 1 Nov. 3	Wages~6¢ an hr. increase 1st yr., 7¢ an hr. 2nd. yr. and 8¢ the 3rd yr.
Donohue Bros., Charlevoix, Que.	Pulp and Paper Workers' Federation (CNTU)	323	970	970	Nov. 24 Nov. 27	Dissatisfaction with plant superintendent ~ Return of workers.
<i>Printing and Publishing</i> La Presse, Montreal, Que.	Typographical Union Loc. 145 (AFL-CIO/CLC)	1,200	25,200	148,800	June 3	Automation, hours, sick- leave, vacations, apprentice rates~
The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	881	18,500	89,310	July 9	Working conditions as affect- ed by computers, job securi- ty, union membership of foremen~
<i>Primary Metals</i> Wolverine Tube (Div. of Calumet Hecla of Canada) London, Ont.	Auto Workers Loc. 27 (AFL-CIO/CLC)	115	2,420	8,390	Aug. 19	Wages, other improvements ~
<i>Metal Fabricating</i> Anthes Imperial, St. Catharines, Ont.	Auto Workers Loc. 199 (AFL-CIO/CLC)	297	450	450	Nov. 3 Nov. 4	Scheduling of hours of work ~Return of workers.
Walker Metal Products, Windsor, Ont.	Auto Workers Loc. 444 (AFL-CIO/CLC)	504	500	500	Nov. 17 Nov. 18	Change of ownership and consequent change in bargain- unit~Return of workers pending further negotiations.
<i>Machinery</i> Brown Boggs Foundry and Machine, Hamilton, Ont.	U.E. Loc. 520 (Ind.)	190	3,710	3,710	Nov. 3	Wages~
<i>Transportation Equipment</i> Canadian Kenworth, North Burnaby, B.C.	Machinists Loc. 1857 (AFL-CIO/CLC)	300	6,300	12,600	Oct. 1	Wages, overtime, holidays~
General Motors of Canada, Oshawa, Ont.	Auto Workers Loc. 222 (AFL-CIO/CLC)	3,500	2,630	2,630	Nov. 20 Nov. 23	Wages, hours, working con- ditions~Return of most workers.
<i>Electrical Products</i> Lanark Manufacturing, Dunnville, Ont.	U.E. Loc. 543 (Ind.)	340	7,140	21,840	Aug. 31	Wages, working conditions, seniority provisions~
CONSTRUCTION Canadian Comstock, Point Noire, Que.	I.B.F.W. Loc. 568 (AFL-CIO/CLC)	250	1,500	1,500	Nov. 2 Nov. 9	Working conditions~Return of workers.
V. K. Mason Co. Toronto, Ont.	Building trades unions (Toronto Council AFL-CIO)	197	390	390	Nov 13 Nov. 17	Jurisdictional dispute be- tween unions ~ Return of workers pending hearings be- fore jurisdictional commis- sion.

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
NOVEMBER 1964**

(Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Nov- ember	Accu- mulated		
TRANSPN. & UTILITIES <i>Transportation</i> Nfld. Employers' Associa- tion,* St. Johns' Nfld.	Longshoremen's Protec- tive Union (Ind.)	550	11,790	13,950	Oct. 26	Union refusal to accept terms of Industrial Enquiry Commission~
Shipping Federation,* Various St. Lawrence River ports	I.L.A. Loc. 1739 (AFL-CIO/CLC)	3,500	2,500	2,500	Nov. 9 Nov. 10	Refusal by Federation to accept recommendations of Judge René Lippé regarding pensions~Return of workers; report to be reconsidered.
TRADE McLennan, McFeely & Prior, Vancouver, B.C.	Retail, Wholesale Em- ployees Loc. 535 (AFL-CIO/CLC)	106	210	210	Nov. 27	Working conditions~

*Federal jurisdiction.

H—Industrial Accidents

**TABLE H-1—INDUSTRIAL FATALITIES IN CANADA, BY TYPE OF ACCIDENT
AND INDUSTRY, DURING THE THIRD QUARTER OF 1964**

(Preliminary)

Type of Accident	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Transportation, Storage and Communication	Public Utilities	Trade	Finance	Service	Unspecified	Total
Striking against or stepping on objects.....	—	—	—	—	—	—	—	—	—	—	—	—	—
Struck by:													
(a) tools, machinery, cranes, etc.....	—	2	1	—	1	4	1	—	2	—	—	—	11
(b) moving vehicles.....	—	1	—	—	—	6	3	—	—	—	—	—	10
(c) other objects.....	—	14	—	14	10	12	1	—	1	—	4	—	56
Caught in, on or between machinery, vehicles, etc.	16	6	—	2	6	5	3	—	3	—	4	—	45
Collisions, derailments, wrecks, etc.....	4	4	—	6	7	11	30	—	3	—	3	—	68
Falls and slips:													
(a) on same level.....	—	1	—	1	1	1	1	—	—	—	—	—	5
(b) to different levels.....	—	9	7	4	10	19	13	2	3	—	5	—	72
Conflagrations, temperature extremes and explosions.....	1	—	—	1	2	7	—	2	—	—	2	—	15
Inhalation, absorptions, asphyxiation and industrial diseases.....	—	—	—	14	1	—	—	—	—	—	3	—	18
Electric current.....	2	—	—	—	1	9	—	5	2	—	1	—	20
Over-exertion.....	—	—	—	—	—	—	—	—	—	—	1	—	1
Miscellaneous accidents.....	—	—	—	1	1	2	—	1	2	—	3	—	10
Total.....	23	37	8	43	40	76	52	10	16	—	26	—	331*

*Of this total 258 fatalities were reported by the various provincial Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 73 were obtained from other sources. The number of fatalities that occur during a quarter is usually greater than shown, as not all fatalities are reported in time for inclusion in the quarterly tables. Fatalities not recorded in the quarterly tables are included in the annual tables appearing in the May issue.

**TABLE H-2—INDUSTRIAL FATALITIES IN CANADA, BY INDUSTRY
AND PROVINCE, DURING THE THIRD QUARTER OF 1964**

(Preliminary)

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total
Agriculture.....	—	1	1	—	—	10	4	5	2	—	—	23
Logging.....	—	—	1	—	3	3	—	—	—	30	—	37
Fishing and trapping.....	—	2	3	—	—	1	—	—	—	2	—	8
Mining and quarrying.....	2	—	—	2	4	18	1	2	1	12	1	43
Manufacturing.....	1	—	1	2	10	19	—	—	1	6	—	40
Construction.....	6	—	3	1	15	25	5	3	8	10	—	76
Transportation, storage and communication.....	—	—	3	1	11	19	2	8	3	4	1	52
Public utilities.....	—	—	2	—	2	2	—	2	1	1	—	10
Trade.....	—	—	—	3	7	—	—	1	4	1	—	16
Finance.....	—	—	—	—	—	—	—	—	—	—	—	—
Service.....	—	—	1	1	2	8	3	—	4	5	2	26
Unspecified.....	—	—	—	—	—	—	—	—	—	—	—	—
Total.....	9	3	15	7	50	112	15	21	24	71	4	331*

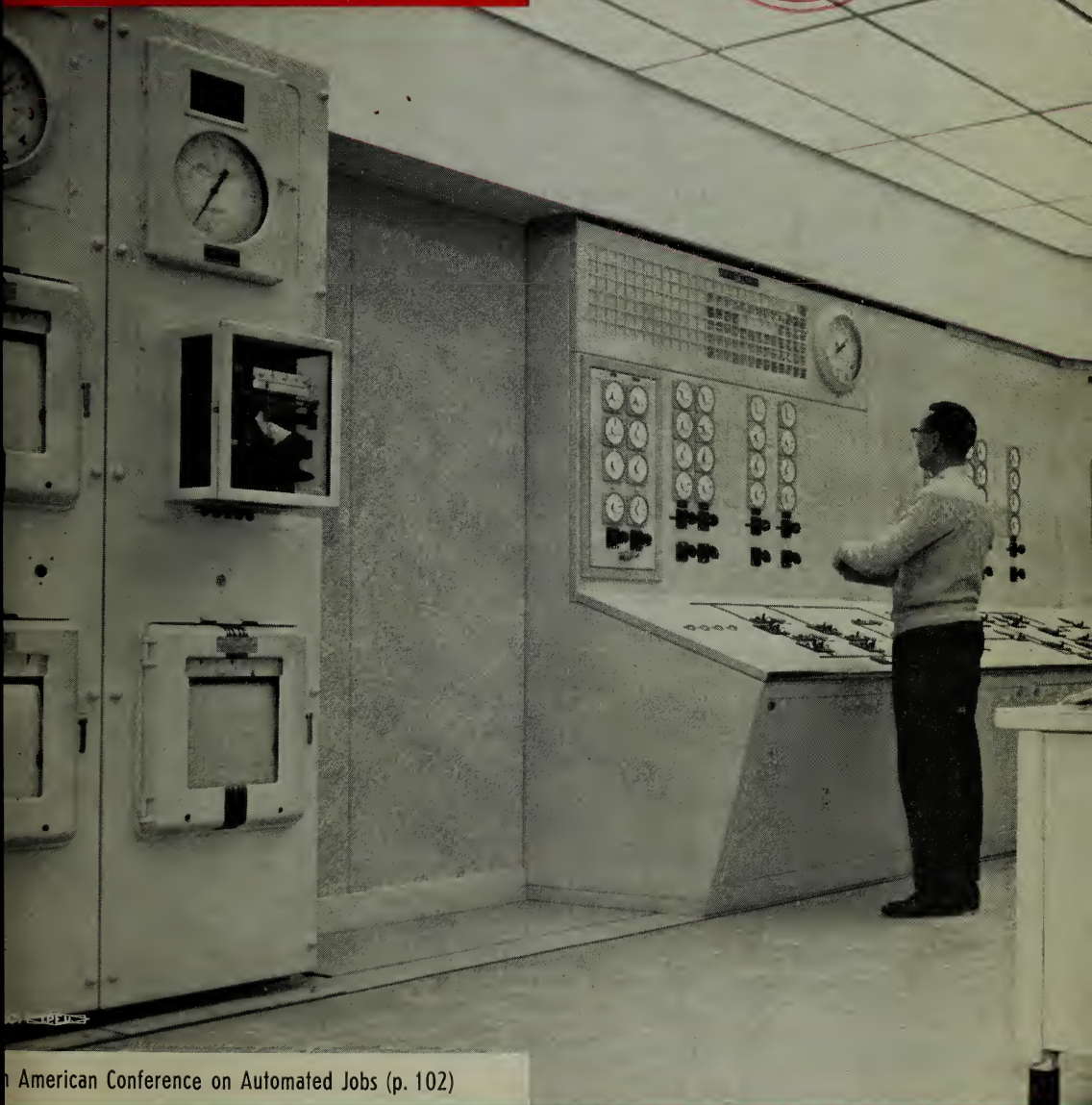
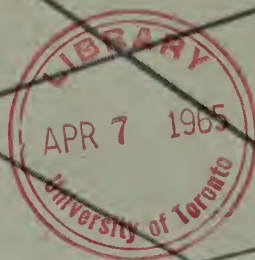
*See footnote to Table H-1.



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(Continued on page three of cover)

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Editorial Staff

Editor

W. S. Drinkwater

Assistant Editor

Editor, French Edition

Georges D'Astous

Circulation Manager

J. E. Abbey

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50 Years Ago This Month

Number of labour-management disputes in 1914 lowest since the Department began collecting strike statistics in 1901. Most of the wage changes reported in January 1915 were decreases

The number of labour-management disputes in Canada during the year 1914 totalled 44, the lowest number recorded since the Department of Labour had begun to collect strike statistics in 1901, according to a review of trade disputes during the year that was published in the *LABOUR GAZETTE* for February 1915.

The previous lowest had been in 1908, a year that, like 1914, had been one of financial and industrial depression. From that time, the number of strikes had risen gradually, until in 1912 it had reached 150. In 1913, the number had fallen again to 113.

"As in 1913, by far the greatest number of disputes of the year occurred by reason of differences between employers and employees on the wage question," this journal said. "Out of the 44 disputes in existence, 25 involved some phase of the wage question. Nine of these were the result of the refusal of the employers to grant an increase demanded by the men, 12 were occasioned by the refusal of the employees to accept a reduction of wages, and three were caused by the employees' presenting a demand for higher wages and other concessions. In only one dispute did the employees demand a reduction in working hours, as well as an increase in wages. . . ."

Regarding the outcome of the 1914 strikes, 17 disputes, accounting for 50.9 per cent of the total time lost through strikes, resulted in a victory for the employers; and 11, accounting for only 5.8 per cent of time lost, ended in a complete victory for the employees. A compromise was effected in seven cases, and nine either were unsettled at the end of the year, or the result was indefinite or unknown to the Department.

"As in 1913, the greatest number (17) of disputes in the case of which a termination was effected were settled through negotiations between the parties concerned. Eight disputes ended by work being resumed on the employers' terms, no negotiations having been in progress. The settlement of five disputes was the direct outcome of mediation, and in one case the strikers returned to work pending an investigation. In three cases the strikers obtained work elsewhere."

The strike that was described as "perhaps the most important in existence during the year" had started in 1912. This was the strike of coal miners in Vancouver Island, in which

the main cause of dispute was alleged discrimination by the operators against some of their employees, which afterwards developed into a dispute over union recognition.

It was chiefly owing to this particular strike that in 1914, as in 1913, the largest amount of time lost through strikes during the year was caused by disputes "involving the union question."

Wage Changes

Most of the wage changes reported to the Department during January 1915 were decreases. Prominent among these was the reduction of \$1,000 in the salary of the mayor of London, Ont., and of \$500 in those of the controllers. In Moose Jaw, "the higher civic officials voluntarily agreed to a reduction in salary, some decreases being as high as \$1,500 and others as low as \$200 per annum." In Calgary, also, the city council "agreed to a general cut in the salaries of civic employees on a percentage basis, the decreases ranging from 7½ to 20 per cent, according to salaries received."

In Nova Scotia, 100 employees of a car company in Amherst had their wages reduced by 10 per cent. In British Columbia, public and high school teachers in Victoria suffered a 10-per-cent reduction in their salaries, and the salaries and wages of employees of the city were reduced by from 5 to 10 per cent. "The day labour standard wage was also reduced from \$3 to \$2.70."

In Ottawa, 180 mill employees had their working time reduced, in one case from ten to eight hours, and in another from nine to seven hours, "with a corresponding decrease in earnings."

On the other hand, labourers employed by the City of Montreal, numbering 2,000, had their wages raised from \$2.25 to \$2.50 a day. Civic clerks to the number of 100 whose salaries were \$700 a year or less had their pay increased by \$50 a year. In Hamilton, "several employees of the police department had their salaries increased by \$100 per annum."

Miners employed by the Granby Company at Phoenix, B.C., also had their wages increased by 5 per cent, owing to an improvement in the price of copper. These employees, however, had shortly before agreed to take a reduction of 25 per cent until copper prices improved (L.G., Jan., p. 3).

NOTES OF CURRENT INTEREST

Centre for Continuing Education To Be Established at Elliot Lake

A Centre for Continuing Education will be established at Elliot Lake, it was announced February 3 by Hon. William G. Davis, Ontario Minister of Education, and Hon. Allan J. MacEachen, Minister of Labour of Canada. The centre will be financed jointly under the federal-provincial Technical and Vocational Training Agreement.

John L. Haar, Director of Residence Programs at the University of British Columbia, has been appointed Director of the Centre. He was formerly Assistant Director of the Banff School of Fine Arts, and his appointment at Elliot Lake was effective February 15.

The Centre for Continuing Education at Elliot Lake will provide a wide range of programs for adults, including courses in the fine and performing arts, in management, in selected technologies and in labour education.

The Centre will also provide conference facilities for public affairs, business, religious, union, government and other groups wishing to organize residential seminars.

Department Issues New Directory To Counter "Brain-Drain" To U.S.

Broader employment prospects at home for young Canadians attending American universities is the aim of a new directory just published by the Department of Labour.

The new directory provides Canadian employers with a comprehensive list of the names and addresses of 2,519 Canadians, both undergraduates and postgraduates, who are at present studying in the United States.

It includes also the name of the university or college attended, the degree expected, course of study, and expected year of graduation.

Hon. Allan J. MacEachen, Minister of Labour, said the directory is a practical attempt to counter the so-called "brain-drain" to the United States. From the directory an employer can get a good idea of the wide range of professional training available and can get in touch with the students he is most interested in.

Employers can obtain copies of the new directory, the eighth in an annual series, without charge from the Economics and Research Branch of the Department of Labour, Ottawa 4, Ont.

"Automation Is Not the Villain"—Peter F. Drucker

Automation does cause jobs to be lost in a good many plants and industries, but in general its effect today is to create more jobs than it destroys, says Peter F. Drucker, economist and professor at New York University.

In an article, "Automation Is Not the Villain," in *The New York Times Magazine* of January 10, he says that if automation destroyed anything like the 1,500,000 to 2,000,000 jobs that some tell us it does, "unemployment today, after a decade of automation, would rival that of the Great Depression." Actually, unemployment has been falling, slowly, rather than increasing these last few years.

Notwithstanding this, the American worker is afraid of something. "Although he misnames the threat by calling it 'automation,' he feels himself genuinely threatened."

The real source of the threat is the educational explosion since World War II. People with little education are not only a steadily shrinking minority; they are in steadily shrinking demand, Mr. Drucker points out. And the increasing supply of better educated people is undermining the status of the manual worker in America in three ways.

First, foremen's jobs before World War II went to men on the factory floor, but now they go more and more to young fellows with some college education brought in directly as assistant foremen.

Second, the educational upgrading of the American population tends to downgrade the social status of the manual worker and to make him appear less and less important.

But the third and greatest blow is still largely in the future, and "it threatens to uproot the oldest and most proudly held tradition, that of the skilled craftsman."

This undermining of the craftsman's position is coming about in two ways. First, there is an increasing tendency for skilled jobs to merge together several crafts that have in the past been separated: work is being organized by stages in the process, and workers learn enough craft skills for all the work at a given stage.

Second, it is now being found that craft skills can be acquired without long experience. This last strikes deeply at trade union tradition and organization, but again "the villain is not automation but education."

B.C. Government Announces Another Conference on Industrial Relations

A Labour-Management Conference on Industrial Relations with the theme "Economics and Technological Change in the Sixties: Its Implications for the Policies and Programs of Labour and Management," will be held in Vancouver on May 19 and 20. The conference is sponsored by the Government of British Columbia.

The committee arranging the conference is the same as that which planned the conference on apprenticeship and industrial relations in 1962 and 1963. W. H. Sands, British Columbia Deputy Minister of Labour, is chairman.

Announcing the conference, Hon. L. R. Peterson, B.C. Minister of Labour, said: "There is an urgent need for a conference of this type. Due to the amazing technological advances now being made, labour, management and government are rapidly being faced with urgent problems which will have an increasingly sharp impact upon them in the field of collective bargaining."

Sign Joint Statement in Britain On Productivity, Prices, Incomes

A Joint Statement of Intent on Productivity, Prices and Incomes, sponsored by the British Government, was signed in December by nearly all of Britain's labour unions and employers' organizations.

In the statement, labour and management jointly pledged themselves to encourage and lead a sustained attack on obstacles to efficiency raised by either management or labour; and to co-operate with the Government in keeping in check movements of prices, wages, salaries and money incomes of all kinds that might not be in the national interest.

In this document, the parties agreed that leading objectives of national policy must be: "to ensure that British industry is dynamic and that its prices are competitive; to raise productivity and efficiency so that real national output can increase, and keep increases in wages, salaries and other forms of income in line with this increase; to keep the general level of prices stable."

The statement began by saying that the Government's economic object was to achieve and maintain a rapid increase in output and real incomes, combined with full employment; and that its social objective was to ensure that the benefits of faster growth were distributed in a way that satisfied the claims of social need and justice.

The Government undertook to prepare and implement a general plan for economic development, in consultation with both sides

of industry, through the National Economic Development Council. This plan would provide for higher investment, for improving industrial skills, for modernization of industry, for balanced regional development, for higher exports, and for the largest possible sustained expansion of production and real incomes.

To Stress Productivity

Much greater emphasis, the document said, would be given to increasing productivity. To this end, the Government would encourage and develop policies designed to promote technological advance in industry, to get rid of restrictive practices, and to prevent the abuse of monopoly power.

The Government would also set up machinery to keep a continuous watch on the general movement of prices and money incomes, and would use its powers to correct any excessive growth in aggregate profits in comparison with the growth of total wages and salaries.

Majority Approves Formation of Canadian Marine Officers Union

Licensed marine engineers of the Seafarers' International Union of Canada have voted in favour of forming a new union, under the name of the Canadian Marine Officers Union. The results of a referendum on a constitution, submitted to the engineers several months ago, showed about 85 per cent in favour, a spokesman said.

In voting for the constitution, he said, the engineers had also voted in favour of separating from the SIU of Canada; but they would continue to be affiliated with the parent Seafarers' International Union of North America, and would have equal status with the SIU of Canada. The new union will consist of licensed Canadian marine engineers only.

William Dodge, CLC executive vice-president, said later that a proposal had been circulated among top officers of the Canadian Merchant Service Guild, the National Association of Marine Engineers and the Canadian Brotherhood of Railway, Transport and General Workers inviting the three unions to try to work out an arrangement by which they could combine with the new union under one banner within the CLC.

Unemployment Insurance Umpire Received 189 Appeals in 1964

The office of the Umpire, Unemployment Insurance Commission, received a total of 189 appeals in 1964, compared with 209 in 1963. In addition, 31 appeals were carried

over from 1963, compared with a carry-over of 65 appeals from 1962 to 1963.

Appeals disposed of during the year numbered 188, leaving 32 pending on December 31, 1964. Appeals disposed of during 1963 totalled 243; during 1962 there were 237.

The Umpire signed 173 decisions in 1964, compared with 210 in 1963 and 211 in 1962.

The vast majority of appeals concern benefit cases; only a few are coverage cases. Of the appeals last year, 220 were benefit cases; only 17 were coverage cases.

Immigrant Total Last Year 21 Per Cent Above 1963's

The total number of immigrants entering Canada in 1964 was 112,606, up 21 per cent from the 1963 total of 93,151, the Department of Citizenship and Immigration reported last month.

Of the 56,190 immigrants destined for the labour force, 59 per cent were in the more skilled categories. Manufacturing, mechanical and construction was the largest category with 17,476 workers, followed by professional and technical (11,965) and clerical (7,931).

Britain was the source country for 29,279 immigrants, followed by Italy with 19,297 and the United States with 12,565.

NES Says 1965 Graduating Class Will Be Largest In Canadian History

Graduates of Canadian universities and colleges in 1965 will number close to 40,000, it is estimated in *Supply and Demand for University Graduates*, the annual booklet published by the Executive and Professional Division of the National Employment Service.

This will be the largest graduating class in Canadian history, and is about 15 per cent larger than the 1964 class.

Full-time enrolment for graduate degrees has nearly trebled between 1951-52 and 1962-63. Since 1956-57, graduate enrolment has been increasing more rapidly than undergraduate enrolment. This trend is expected to continue, as an increasing number of professions have reached the stage where a graduate degree is a necessity.

Starting salaries for graduates are somewhat higher than those paid in previous years. The largest increase is in commerce for C.A. articles. Engineering continues to show the best increase. Other fields showing substantial increases are honours physics and library science.

Revised forecasts made by Dr. E. F. Sheffield of the Canadian Universities Foundation indicate that the enrolment at Canadian universities and colleges will reach 340,400 by 1970-71 and 479,700 by 1976-77. To handle the burgeoning enrolment, an estimated 2.6 billion dollars in capital expenditures will be required over the next ten years. Operating costs will have risen to \$5 billion a year by 1976-77.

CMA President Says Tax Cuts Would Ensure Job Opportunities

Tax cuts in 1965 would inspire Canadian industry to greater capital expenditure, place it on a better competitive footing in both the home and export markets, and thus ensure job opportunities for a rapidly expanding labour force, A. A. Cumming, President of the Canadian Manufacturers' Association, told a meeting last month of the Canadian Club in Toronto.

This is the "single most powerful argument in favour of lowering tax rates at this time," he said. In the next five years, almost 750,000 young Canadians will enter the labour force, quite apart from immigrants and others such as married women not at present working.

Canadian industry is planning to spend millions more on new capital investment in 1965 than it did last year, said the CMA President. "Capital spending on this scale will be good for employment and will further update our productive facilities."

But these outlays alone will not be sufficient to keep the economy in high gear as Canada enters her fifth straight year of economic expansion, Mr. Cumming stressed.

The CMA thinks the Canadian government should emulate those of the United States and Britain, which in the past two years have both introduced tax cuts for individuals and corporations.

North American Joint Conference on Requirements of Automated Jobs

OECD, United States and Canada jointly sponsor three-day conference. Large Canadian delegation attends, and four officials of Canadian Department of Labour contribute papers

The North American Joint Conference on the Requirements of Automated Jobs and their Policy Implications, sponsored jointly by the Organization for Economic Co-operation and Development, the United States and Canada, was held in Washington for three days in December.

Leading economists, manpower experts and sociologists from the United States, Canada and several western European nations participated. A large Canadian delegation attended, and four officials of the Canadian Department of Labour contributed papers.

Honorary chairmen of the conference were Hon. Thorkill Kristensen, OECD Secretary General; Hon. W. Willard Wirtz, U.S. Secretary of Labor; and Hon. Allan J. MacEachen, Canadian Minister of Labour. All three presented addresses at the conference dinner, given by the OECD.

Dr. George V. Haythorne, Deputy Minister of Labour, and P. M. Draper, Vice-President, Canada Iron Foundries, Limited, each chaired a conference session. Others who chaired sessions included the U.S. Under Secretary of Labor, John F. Henning; A. J. Hayes, President, International Association of Machinists; and OECD Deputy Secretary General Michael Harris.

The four from the Department of Labour who presented papers were Dr. W. R. Dymond, Assistant Deputy Minister; J. P. Francis, Director, Economics and Research Branch; Dr. Gil Schoning, Assistant Director, Economics and Research Branch; and George Brooks, Director, Manpower Consultative Service.

Included in the Canadian delegation were N. D. Cochrane, Manitoba Deputy Minister of Labour; Prof. M. C. Urquhart, Queen's University; Harry J. Waisglass, Canadian Research Director, United Steelworkers of America; Roger Chartier, Chief of Personnel, *Commission électrique hydro Québec*; W. J. Smith, President, Canadian Brotherhood of Railway, Transport and General Workers; and J. A. Belford, Massey-Ferguson Limited, Toronto.

The papers presented by the Canadian speakers, and some of the other papers, are summarized in this report.

Minister of Labour

Hon. Allan MacEachen, Canadian Minister of Labour, in a brief address to the conference, said there was a growing national need for flexible policies, programs and procedures to facilitate the adjustment of manpower problems.

Arising out of this, he said there was an increasing need for "unremitting research and critical examination" to aid in the development of necessary new policies and programs and the improvement of existing ones.

The Minister said it was generally agreed that in the long run technological change and automation would "immeasurably improve the lot of all of us," but that we wanted to get the ultimate advantages of automation without "the short-run misery that was associated with the Industrial Revolution."

He pointed out three objectives to be aimed at in dealing with manpower. These were: the immediate need to keep a rapidly increasing labour force employed in the face of a steady decrease in the labour required to produce a unit of goods or services; finding means to help "disadvantaged groups of people" who were adversely affected by technological change in respect of employment, working conditions, or income; and to prepare young people "for the ever-changing world of work which they will enter."

In the training of young people, Mr. MacEachen said, "manpower planning can include a tremendous range of legislative measures, limited only by the total amount of public money available for investment in them, to the end that we develop effective and secure young workers and responsible citizens."

Manpower adjustments must not be looked upon simply as a factor of efficiency contributing to economic growth, full employment, and rising income.

It had also to be borne in mind, he remarked, that manpower meant people with human feelings and relationships, "not just workers."

"The role of these manpower policies and programs must be to provide the individual with a suitable environment, and the best possible opportunity to make his decision about what sort of adjustment he needs and wants to make when technological change has disturbed his job."

But, although government programs were essential, Mr. MacEachen said, many manpower problems could be dealt with effectively only when management and unions co-operated in helping workers to make necessary adjustments. The difficulties brought about by advancing technology and automation required the active participation and co-operation of government, management and unions.

Dr. W. R. Dymond

The technical and vocational training program supported by the federal Government was briefly described by Dr. W. R. Dymond, Assistant Deputy Minister of Labour, in a paper on "Implications of Automation for Government-Sponsored Training Programs in Canada." The speaker also referred to some ways in which the program could be made more effective.

In the second half of the 1950's, he said, the Department of Labour had instituted a series of research programs intended to find out the effect of technological change on manpower requirements and the ways in which such changes affected the need for technical and vocational education. These studies had shown that "dramatic measures" were needed in a way of federal Government support for such education. It had also shown the extent to which Canada had been relying on immigration for a supply of skilled workers. But by this time immigration had fallen off rapidly.

The passing of the federal Technical and Vocational Training Act late in 1960 had been an important event in the development of training facilities, Dr. Dymond said. The programs that had been instituted under the stimulus of the Act fell into three main groups:

First, programs designed for young people who wanted to continue their general education and at the same time engage in some kind of occupational training.

Second, technical or trade training for those who had finished high school and who wanted to go beyond the high school level in mathematics and technical theory.

Third, a variety of technical and vocational training programs for adult workers who were either employed or unemployed.

Since April 1961, approved expenditure on the provision of capital for technical and vocational education had reached a total of nearly \$637,000,000, of which the federal contribution was estimated to be about \$385,000,000. Some 602 projects that would provide more than 182,000 places for students in training institutions throughout the country had been approved by the Department of Labour. This meant a 50-per-cent increase in training capacity.

The construction program had resulted in the building of 251 vocational and technical secondary schools, 51 new trade schools, five new institutes of technology, and 11 new combined trade schools and technological institutes, as well as a number of important additions to all the foregoing types of institutions.

Technical and vocational education must be developed in such a way that it would not be regarded as "second-class" education, Dr. Dymond said. It must also be such that promising students were not blocked from entering universities or other post-secondary institutions. Many students would not enter vocational schools if they feared that they would be cut off from going on to a university or other higher-level institution.

Dr. Dymond advocated a system of basic credits that could be carried from one part of the educational system to another, even in later life, and that would lead to a recognized level of competence and knowledge in broad areas.

The drop-out problem suggested that our educational system had not generally developed a sufficient variety of educational and training programs to meet the needs of those who drop out not necessarily for economic reasons or because of lack of intelligence.

There was also a need to devise publicly-sponsored programs to provide additional general education and specialized training for employed adults who wanted to reach a higher level of knowledge and skill.

Finally, the speaker said that apprenticeship methods required to be reformed to suit the needs of modern industry and to fit in more closely with other parts of the vocational education system.

J. P. Francis

The first consequence of an accelerating pace of technological change in Canada is the pushing higher of the rate of economic growth necessary to keep unemployment even as low as at present, said J. P. Francis in his paper, "Technological Change, Productivity and Employment in Canada."

"To maintain current levels of unemployment, we would have to achieve an annual rate of growth of real GNP . . . of from 6.0 to 6.5 per cent," he said. The annual rate of increase between 1950 and 1963 was 4.1 per cent.

A major challenge facing public policy-makers is the fact that the many employment adjustments that will have to be made can be carried out only if growth rates are sufficient to provide alternative job opportunities.

"Fortunately, technological change is also an important determinant of economic growth, and so its influence can also be a helpful one."

The second problem arising from an accelerating pace of technological change stems from the manpower adjustments it will require. Public labour market and manpower development policies "may have to turn in some new directions." Growth seldom takes place evenly throughout the economy, and a high rate of growth "offers real opportunities for area and regional development policies."

The usual practice of Canadian employers when faced with persistent labour shortages is to resort to "relatively expensive recruitment programs for immigrants," Mr. Francis said.

"Such programs might be less costly and yield greater returns if they were more often aimed at areas of continuing labour surplus or underemployment within the country, rather than at labour supplies that may be relatively fully employed in other countries." Labour mobility incentives would make such internal recruiting more effective, he said.

New emphasis on training may be another consequence of an increasing pace of technical innovation. When resources are not fully used, the provision of short-term public training courses for occupations in which there is a shortage "makes good sense."

In periods of high employment, too, public training programs might well give added emphasis to broad and fundamental types of courses and subjects. "Emphasis should shift, in other words, from the production of specialized 'functional mechanisms' to the broader training and education of individuals so they have the greatest possible chance of surviving in a changing and largely unpredictable labour market."

A period of rapid growth and technological change, finally, is one in which the roles of employment services take on added significance. With varying rates of growth in different parts of a country the size of Canada, the attainment of high labour mobility requires early and full information about job opportunities, and efficient counselling and placement services. The employment service, Mr. Francis said, "is a major means of achieving this end."

An accelerating rate of technological change created problems for management and labour too. The lack of easy answers to management's problems suggests that co-operation and exchange of information between management and labour will have to be greater than they have been in the past.

For labour, there was the need to reconcile concern for job security with concern about fitting workers to take advantage of new job opportunities. Provisions in collective agreements that are primarily concerned with job

security tend to conflict with the growing need for change and job movement.

"Automation and technological change will undoubtedly alter our society and economy in many ways . . . The real task is to ensure that the greater capability that they give us for satisfying our material wants is used in a way that does not impose unreasonable costs and hardships on any one group."

Dr. Gil Schonning

Two basic influences affect trends in occupations: changes in the mixture of industries that make up the economy, and changes in the mixture of occupations within each industry, said Dr. Gil Schonning, Assistant Director of the Economics and Research Branch, in a paper on "Effects of Changing Industrial Structure on Occupational Trends."

For example, he said, in the absence of technological change, if the total number employed is doubled, the numbers in a particular occupation also will be doubled. But technological changes may cause the numbers employed in a given occupation to increase faster or more slowly than the general increase in employment, or may even lead to the disappearance of the occupation altogether.

Dr. Schonning explained that by "industrial change" he meant changes in the distribution of industries within the economy, and by "occupational change" he meant changes in the distribution of occupations within an industry.

One of the most important reasons for considering the effects of industrial change was that it was necessary to do so in trying to forecast occupational requirements, he said. By looking back over the past and examining the relative importance of industrial change and occupational change, it became possible to decide which of the two influences should be given the most weight in forecasting the future.

A study of industrial change was also important, the speaker said, because it threw light on the underlying forces that affected the demand for different kinds of labour. "It is the responsibility of us all to leave no stone unturned in the search for means of improving the adjustment of the labour market to the needs of the economy and the individual," he asserted.

Mr. Schonning exhibited a set of charts to illustrate calculations he had made, based on information provided by the Canadian decennial census, of the influence on occupational trends of general labour force growth, occupational changes within industries, and changes in the distribution of industries. One of the conclusions drawn from the data

presented was that, "while industrial change in the last decade was still a much bigger cause of occupational trends than was shifting occupation composition, it would seem to be declining in relative importance." The reason for this was hard to decide and it would not be wise to assume that this shift would continue.

In summing up the evidence and analyses he had presented, he said that it was evident that it was almost impossible to make good forecasts without considering the independent influence of industrial change—using this term as including the effects of "changes in the industrial output mix and changes in industry productivity." Historically, it had been the largest source of change, and it frequently went in a direction counter to occupational composition changes.

Mr. Schonning remarked that his analysis had been concerned with the national situation only, and that he would like to see the same sort of analysis done for geographic regions of the country.

"Now that we are assuming an increasing responsibility for keeping the economic growth rate sufficient to provide employment for all who want it, we need to increase our knowledge not only about what occupational groups are expanding or declining, but what sort of education and training skills the economy will need five, ten or fifteen years from now," he continued.

Considering how young people had in recent years been advised to stay at school longer, he thought that there was a strong obligation "to find out more about whether or not our school system provides these people with what they will need in the ever-changing world of work."

Information about the manpower needs of the growing economy was also needed in deciding the kind of government policy that needed to be developed. "For example, if we were troubled with high unemployment, and most of this unemployment was amongst the unskilled, which is usually the case in our economy, the decision to reduce this number could involve action on both the supply and demand side. If the policy were developed to reduce the unskilled unemployed via demand, it would be very important to stimulate an industry where unskilled workers still have a sizable share of employment . . .

"On the other hand, let us assume that there were no industry employment shifts, but a great deal of technological change affecting the occupational composition. Again, the relative number of occupations would be altered, and adequate numbers would have to be supplied. But in addition, instead of concentrating on geographic mobility, the emphasis would have to be on manpower ad-

justments at the establishment level where technological changes and alterations in occupation mix occur."

George G. Brooks

The whole question of manpower is a question of individual human beings in their capacities as citizens, breadwinners, parents, consumers and producers, said George G. Brooks, Director of the Manpower Consultative Service. He was speaking on "Advance Planning for Manpower Adjustment at the Plant Level and the Role of the Manpower Consultative Service."

As a consequence of this aspect of manpower problems, it followed that an attack on the adjustment problems involved "must be aimed at a level which is in contact with the individual and his problems," and this, Mr. Brooks said, meant the plant level.

It was true, as economists said, that ultimately advancing technology created more jobs and raised the standard of living, and that in general the effect was beneficial; but at the same time, this process of development caused difficulty for a great many people, distress for some, and disaster for a few. In such a situation it was inescapable that the fate of those adversely affected could not be left completely to them, or to chance or the "rather slow processes of labour market adjustment."

The difficulty that displaced persons had in finding other jobs was, however, "only one side of the coin," the speaker said. On the demand side of the labour market, Canadian industry was in many areas suffering from shortages of the skill and knowledge that the displaced persons either had, or could fairly readily acquire if given some direction and attention.

The rapid drying up of European immigration as source of the required skills had made it apparent that, if the advance in the Canadian economy were to be sustained, far more must be done to develop our own sources of skilled people than had been necessary in the past.

Canada's increasing importance as a producer of manufactured goods, and the need for her to be able to compete with foreign producers had also added to the need for an immense investment in education and training facilities; and the institutions for training and education set up during the last few years through the operation of the Vocational Training Assistance Act and other programs of the federal Government, coupled with intense activity by the provinces, should go far to meet the requirements of Canadian industry for more qualified people, Mr. Brooks said.

If, however, the pace of industrial growth was to be maintained and unemployment was not to become chronic, more must be done to help people already in the work force who were having difficulty in adjusting themselves to the changing demands for labour. Few of these people could make the adjustment unaided.

Moreover, it could hardly be considered a satisfactory adjustment, Mr. Brooks said, if a person who was displaced from his job had to accept other employment that was inferior, financially and in the skill and knowledge required, to that which he had been doing. "It is in this area of adjustment to changing labour demand on the part of the existing work force that the Government of Canada had developed the policy approach that has its outward expression in the establishment of Manpower Consultative Service," he explained.

Economists could show that, so far, the "structural factor" in unemployment had not been highly significant, but the problem adjustment and manpower displacement was not necessarily, or even primarily, a problem of unemployment. The main question was one of "proper and adequate utilization of manpower from the point of view of the economy, and adequate and satisfactory employment or re-employment from the point of view of the individual."

From the premise that manpower adjustments were personal and individual, the speaker drew the conclusion that broader measures aimed at strengthening the economy and stimulating economic growth did not, of themselves, do much to solve the adjustment problem although they made the solution easier, since they resulted in a situation "in which the qualifications of the individual may be judged somewhat less severely by the labour market."

Besides the main idea on which the Manpower Consultative Service was based—that manpower adjustment problems were essentially individual—Mr. Brooks mentioned three other principles that had been adopted in developing the program of the Service:

—That adjustment programs should be arranged by consultation between management and union in all cases where there was a collective bargaining situation.

—That these arrangements should be initiated in good time before the adjustment must actually take place.

—That the aim of adjustment programs should be to make the maximum use of the existing work force and to reduce as much as possible the bringing in of new employees and the laying off of the old ones.

Manpower changes, if they were to be made smoothly, must not be made by the employer without reference to the interests of the employees; but they must have the active support and co-operation of the workers. "Any attempts to make adjustments without this active support and co-operation not unnaturally bring about resistance, resistance not only to the adjustment, but also to the change that makes the adjustment necessary. This resistance can be an individual thing, or it can be a concerted defensive manoeuvre on the part of organized unions, or it can be a combination of both."

He emphasized the importance of planning before making important manpower changes, and of preparing the individual employees concerned by training, counselling and in other ways.

Even with careful planning and consultation between the parties, however, situations would often arise in manpower adjustment that were beyond the capacity of the individual company or plant to deal with unaided; and it was to meet such situations that the Manpower Consultative Service had been set up. One of the purposes of the Service was to help co-ordinate the working of private and public services for various kinds of training, for job placement, and for individual assistance to persons concerned.

Referring to collective bargaining, Mr. Brooks remarked that it was essentially a mechanism for settling conflicts of interest between management and labour, and that the bargaining attitude left no room for objectivity. "To be objective at the bargaining table is essentially to betray one's cause."

This had led to the attitude that all problems relating to the use of labour were "areas of automatic and necessary conflict." The result often was an impasse, and perhaps a long and bitter strike, although, he said, the attitudes that produced such a result should not be too quickly condemned, since they were inherent in traditional collective bargaining.

One of the evidences of the breakdown of the collective bargaining process in manpower adjustment disputes was the growing tendency to look to third parties for solutions. There was a possibility, however, that resort to third parties might ultimately weaken management and labour in their ability to function, "because they can mean the abdication of responsibility in favour of a thinly disguised third party decision."

This possibility was important because solutions to manpower problems might well "strike deep into the hitherto accepted and established positions of the parties to bargaining.

"One of the major challenges before management and labour today is the challenge to develop an objective problem-solving approach to the complexities of technological advance." What was needed was the development of mutual trust between the parties to collective bargaining, and particularly of mutual confidence in each other's willingness to be objective. For the solution of manpower problems there must also be a reasonable flexibility.

Government could not go into an industry and examine its manpower situation, and develop and impose solutions, Mr. Brooks said. But it could and should give a lead in the recognition of manpower problems, their analysis and solution.

The first aim of the Manpower Consultative Service was to bring individual managements and labour unions to a realization of the fact that there was a manpower problem. This was necessary because there was an astonishing lack of interest or concern by individual managements and labour unions about problems in their own backyards.

This lack of interest might be due to the fact that, although automation to most people meant a sudden, overwhelming and spectacular change, in most cases what actually occurred was "a steady drive toward efficiency which takes the form of new equipment, new organization, new methods—in short, new technology," which was not recognized as automation. The result was an assumption that the old methods would serve.

"It is, therefore, necessary to stress most heavily that technological change is a generalized thing affecting all industry, affecting the entire labour market, affecting the entire life of the country, and that no particular industry or company is exempt from its effects. Consequently, the development of a constructive approach to manpower adjustment is a common necessity of industry, and is not merely something for the concern of

a particular company that is embarking on a spectacular program of change."

The function of the Manpower Consultative Service was to encourage managements and unions to embark on programs of manpower research as the foundation for a framework of manpower adjustments that would facilitate industrial development, and at the same time minimize the hardship inflicted on individual employees by changing technology. For this purpose, the Government of Canada had authorized the Service to recommend to the Minister of Labour the payment by the Government of half the cost of particular programs of assessment and research.

The Service would not do the research, but it would help in finding suitable research workers and would do all it could to facilitate the work of a joint research committee. When a program of research had produced proposals, the Service would act as a co-ordinator of existing training, placement and counselling services, public and private, provincial and federal in such a way as to enable the parties to make the best use of these facilities.

Mr. Brooks admitted that there were difficulties in a way of the Service. Managements and unions were showing hesitation about embarking on the kind of research enterprise proposed, and this hesitation was not lessened by the fact that recently the whole problem of manpower had been to some extent concealed by the generally buoyant employment situation. This reluctance on both sides also arose partly out of the fear of losing a tactical bargaining advantage. A number of programs were under way, however, and bid fair to succeed.

It would be a year or two before there was enough evidence to demonstrate the usefulness of the Manpower Consultative Service, Mr. Brooks said, but he expressed confidence that management and labour would not leave unused "a tool of such obvious value."

Industrial and Geographic Distribution of Union Membership in Canada, 1964

*There were 1,493,000 union members in Canada at start of 1964
Membership statistics obtained from local unions are broken
down here by industry, by province and by labour market areas*

There were 1,493,000 union members in Canada at the beginning of 1964, according to survey returns received by the Economics and Research Branch of the Department of Labour directly from national and international union headquarters, central labour congresses, and independent labour organizations.

The 1964 membership total was 44,000 higher than the one the year before. Of this increase, approximately 37,000 was a net membership gain and the balance was due to improvement in the survey coverage.

The data obtained from the survey were published in the 1964 edition of *Labour Organizations in Canada*, a handbook that contains statistical tables on union membership and a comprehensive directory of labour organizations, with names of their principal officers and publications, and the distribution of their locals. The statistical data contained in the handbook are Canada-wide totals broken down by congress affiliation and by type and size of union.

The tables on the following pages supplement the information in *Labour Organizations in Canada* by showing the distribution of union membership in Canada by industry, by province, and by labour market area. The tables are based on information obtained in a separate survey of individual local unions. This survey, carried on at the same time as the survey of union headquarters, requests individual local unions across the country to report the total number of their members, and the industry and location in which all or most of them are employed.

Table 1 gives a distribution of union membership by industry on the basis of the DBS Standard Industrial Classification (1960). The data are shown, for the most part, on the "major group" level. In instances where more detail could usefully be provided, care was taken to adhere to combinations of recognized industrial subgroups. For the railway industry, which is not further subdivided in the standard classification, subtotals are provided to show the division of union membership between the operating and non-operating sectors.

The information in Table 2 supplements that provided in the first table. It shows, in

alphabetical order, the names of international and national unions or independent local organizations that account for more than one tenth of the total union membership within the industry groups. All organizations active within any particular industry group are thus not necessarily shown, but only those having more than 10 per cent of the organized workers in the group.

In Table 3, union membership is shown on a provincial basis, and in Table 4, by labour market area. The boundaries of the labour market areas dealt with in Table 4 are broader than those of the centres for which the areas are named. In general, a labour market area corresponds to the area served by a local office of the National Employment Service. In some cases, labour market areas consist of two or more NES local office areas. These composite areas are identified by an asterisk, and the local office areas they comprise are listed in the appendix to Table 4.

Between 6 and 7 per cent of total union membership in Canada was reported by local unions whose members were dispersed throughout several locations in different areas or provinces. These locals and their membership have been classified to "two or more provinces" or "two or more areas" in Tables 3 and 4.

Just over 7,400 union locals with a total of 1½ million members were active in Canada at the beginning of 1964. Most but not all of these locals supplied the required data to the survey. The small number of locals from which no information was obtained is shown in Tables 1 and 3. No corresponding entry for these locals is given in the membership column, since their membership is not known. An adjustment entry is shown, however, which represents the difference between the total union membership based on the survey of union headquarters, mentioned earlier, and the membership reported by the responding locals.

The uneven quality of the basic source data and the practical difficulties inherent in the processing of the returns necessarily reduce the accuracy of the results. The statistics presented here, therefore, indicate only in a broad and approximate way the industrial and geographic distribution of organized labour in Canada.

The information for this article was obtained by the Labour Organizations Section of the Economics and Research Branch from local union secretaries. Their co-operation is gratefully acknowledged.

TABLE 1—UNION MEMBERSHIP, BY INDUSTRY,⁽¹⁾ 1964

Industry	Locals	Membership
Forestry⁽²⁾	23	40,100
Fishing and Trapping	9	4,100
Mines	175	50,500
Metals.....	98	33,000
Mineral fuels.....	35	9,600
Non-metal.....	28	7,200
Quarries.....	12	500
Incidental services.....	2	200
Manufacturing	2,449	627,400
Food.....	319	64,200
Beverages.....	68	9,900
Tobacco products.....	15	5,500
Rubber.....	35	13,500
Leather.....	63	11,900
Textiles.....	142	36,000
Knitting Mills.....	106	3,900
Clothing.....	106	43,800
Wood.....	95	27,400
Furniture and fixtures.....	57	9,100
Paper.....	314	75,400
Printing and publishing.....	192	28,900
Primary metals.....	121	64,200
Metal fabricating.....	228	37,800
Machinery.....	104	21,000
Transportation equipment.....	124	82,800
Electrical products.....	117	44,800
Non-metallic mineral products.....	131	19,300
Petroleum and coal products.....	24	4,400
Chemical products.....	114	16,800
Miscellaneous manufacturing.....	54	6,700
Construction	551	159,200
Transportation and Utilities	2,061	329,600
Air transport and incidental services.....	65	7,000
Water transport and incidental services.....	70	34,900
Railway transport.....	1,043	130,900
<i>Running trades</i>	531	34,800
<i>Non-operating employees</i>	713	96,100
Truck transport.....	30	22,400
Buses and streetcars.....	55	19,200
Other transport.....	11	2,400
Storage.....	23	5,400
Communication.....	606	67,900
Power, gas and water.....	141	39,500
Trade	201	50,800
Finance	13	900
Service Industries	501	114,200
Education.....	104	9,500
Health and welfare.....	176	56,000
Recreational service.....	84	21,100
Services to business.....	7	400
Personal services.....	118	24,500
Miscellaneous services.....	12	2,700
Public Administration	682	93,100
Federal administration.....	36	3,600
Provincial administration.....	71	16,100
Local administration.....	575	73,400
Industry not reported	22	5,300
Adjustment entry⁽³⁾		18,000
No return	717	.....
Totals	7,404	1,493,200

⁽¹⁾Based on DBS Standard Industrial Classification (1960).⁽²⁾Includes some sawmilling.⁽³⁾This entry represents the difference between total membership as reported in the survey of union headquarters and the total obtained in the survey of local unions.

TABLE 2—UNION REPRESENTATION WITHIN INDUSTRY GROUPS, 1964

Industry Group	Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in Alphabetical Order)
Forestry	Bush Workers, Farmers' Union (Ind.) Carpenters (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
Fishing and Trapping	Native Brotherhood of B.C. (Ind.) United Fishermen (Ind.)
Mines	
Metal.....	Mine, Mill and Smelter Workers (Ind.) Steelworkers (AFL-CIO/CLC)
Mineral fuels.....	Mine Workers (Ind.)
Non-metal.....	Mining Employees' Federation (CNTU)
Quarries.....	Cement Workers (AFL-CIO/CLC) National Council of Canadian Labour (Ind.) Steelworkers (AFL-CIO/CLC)
Incidental services.....	Mine, Mill and Smelter Workers (Ind.) Steelworkers (AFL-CIO/CLC)
Manufacturing	
Food.....	Bakery Workers (CLC) Packinghouse Workers (AFL-CIO/CLC) Retail, Wholesale Employees (AFL-CIO//CLC) Teamsters (Ind.)
Beverages.....	Brewery Workers (AFL-CIO/CLC) CLC-chartered locals Distillery Workers (AFL-CIO/CLC)
Tobacco products.....	Tobacco Workers (AFL-CIO/CLC)
Rubber.....	Rubber Workers (AFL-CIO/CLC)
Leather.....	Butcher Workmen (AFL-CIO/CLC) Leather and Plastic Workers (AFL-CIO/CLC) Leather and Shoe Workers' Federation (CNTU) Packinghouse Workers (AFL-CIO/CLC)
Textiles.....	Textile Federation (CNTU) Textile Workers' Union (AFL-CIO/CLC) United Textile Workers (AFL-CIO/CLC)
Knitting mills.....	Clothing Workers Federation (CNTU) National Council of Canadian Labour (Ind.) Textile Federation (CNTU) Textile Workers' Union (AFL-CIO/CLC) United Textile Workers (AFL-CIO/CLC)
Clothing.....	Amalgamated Clothing Workers (AFL-CIO/CLC) Ladies' Garment Workers (AFL-CIO/CLC)
Wood.....	Carpenters (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
Furniture and fixtures.....	Steelworkers (AFL-CIO/CLC) Upholsterers (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC) Woodworkers Federation (CNTU)
Paper.....	Papermakers (AFL-CIO/CLC) Pulp and Paper Mill Workers (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
Printing and publishing.....	Bookbinders (AFL-CIO/CLC) Lithographers (Ind.) Newspaper Guild (AFL-CIO/CLC) Printing Pressmen (AFL-CIO/CLC) Typographical Union (AFL-CIO/CLC)
Primary metals.....	Metal Trades Federation (CNTU) Steelworkers (AFL-CIO/CLC)
Metal fabricating.....	Machinists (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
Machinery.....	Auto Workers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
Transportation equipment.....	Auto Workers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC)
Electrical products.....	I.U.E. (AFL-CIO/CLC) Northern Electric Employees (Ind.) U.E. (Ind.)
Non-metallic mineral products.....	Cement Workers (AFL-CIO/CLC) Chemical Workers (AFL-CIO/CLC) Glass and Ceramic Workers (AFL-CIO/CLC)
Petroleum and coal products.....	Oil Workers (AFL-CIO/CLC)
Chemical products.....	Chemical Workers (AFL-CIO/CLC) CNTU-chartered locals District 50, U.M.W.A. (Ind.) Oil Workers (AFL-CIO/CLC)
Miscellaneous manufacturing.....	Auto Workers (AFL-CIO/CLC) Chemical Workers (AFL-CIO/CLC) I.U.E. (AFL-CIO/CLC)

TABLE 2—UNION REPRESENTATION WITHIN INDUSTRY GROUPS, 1964

Industry Group	Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in Alphabetical Order)
Construction	Building Workers' Federation (CNTU) Carpenters (AFL-CIO/CLC) Labourers (AFL-CIO/CLC) Plumbers (AFL-CIO/CLC)
Transportation and Utilities	
Air transport and incidental services.....	Air Line Flight Attendants (CLC) Air Line Pilots (Ind.) Machinists (AFL-CIO/CLC) T.C.A. Sales Employees (Ind.)
Water transport and incidental services.....	I.L.A. (AFL-CIO/CLC) Seafarers (AFL-CIO)
Railway transport	
<i>Running trades</i>	Locomotive Engineers (Ind.) Locomotive Firemen and Enginemen (AFL-CIO/CLC) Trainmen (AFL-CIO/CLC)
<i>Non-operating employees</i>	Maintenance of Way (AFL-CIO/CLC) Railway Carmen (AFL-CIO/CLC) Railway Clerks (AFL-CIO/CLC) Railway, Transport and General Workers (CLC)
Truck transport.....	Teamsters (Ind.)
Buses and streetcars.....	Railway, Transport and General Workers (CLC) Transit Union (AFL-CIO/CLC)
Other transport.....	Railway Clerks (AFL-CIO/CLC)
Storage.....	Railway Clerks (AFL-CIO/CLC) Teamsters (Ind.)
Communication.....	Canadian Telephone Employees (Ind.) Letter Carriers (CLC) Postal Employees (CLC) Traffic Employees (Ind.)
Power, gas and water.....	I.B.E.W. (AFL-CIO/CLC) Public Employees (CLC) Commerce and Office Employees Federation (CNTU)
Trade	Retail Clerks (AFL-CIO/CLC) Retail, Wholesale Employees (AFL-CIO/CLC)
Finance	Commerce Employees' Federation (CNTU) CNTU-chartered locals Office Employees (AFL-CIO/CLC)
Service Industries	
Education.....	Public Employees (CLC) Public Service Employees Federation (CNTU)
Health and Welfare.....	Building Service Employees (AFL-CIO/CLC) Public Employees (CLC) Service Employees' Federation (CNTU)
Recreational services.....	Musicians (AFL-CIO/CLC)
Services to business.....	Commercial Telegraphers (AFL-CIO/CLC) I.B.E.W. (AFL-CIO/CLC) Office Employees (AFL-CIO/CLC)
Personal services.....	Hotel Employees (AFL-CIO/CLC) Railway, Transport and General Workers (CLC)
Miscellaneous services.....	Building Service Employees (AFL-CIO/CLC) Office Employees (AFL-CIO/CLC) Teamsters (Ind.)
Public Administration	
Federal administration.....	CLC-chartered locals
Provincial administration.....	B.C. Government Employees (CLC) Saskatchewan Government Employees (Ind.)
Local administration.....	Fire Fighters (AFL-CIO/CLC) Public Employees (CLC)

TABLE 3—UNION MEMBERSHIP, BY PROVINCE, 1964

Province	Number of Locals	Locals Reporting	
		Number	Membership
Newfoundland.....	116	105	20,400
Prince Edward Island.....	33	30	1,900
Nova Scotia.....	340	310	43,100
New Brunswick.....	296	265	29,000
Quebec.....	1,915	1,655	409,500
Ontario.....	2,790	2,489	577,100
Manitoba.....	316	293	63,600
Saskatchewan.....	366	332	44,800
Alberta.....	411	399	62,600
British Columbia.....	796	788	190,800
Yukon and Northwest Territories.....	10	6	500
Two or more provinces ¹	15	15	31,900
Adjustment entry ²			18,000
No return.....		717	
Totals.....	7,404	7,404	1,493,200

¹Mainly Seafarers, Railroad Telegraphers, Commercial Telegraphers and Actors' Equity.

²This entry represents the difference between total membership as reported in the survey of union headquarters and the total obtained in the survey of local unions.

TABLE 4—UNION MEMBERSHIP, BY LABOUR MARKET AREA, 1964

Labour Market Area	Locals	Membership	Areas Having Under 1,000 Members
Newfoundland			
Corner Brook.....	24	3,100	
Grand Falls.....	20	2,700	
St. John's.....	57	9,600	
Two or more areas.....	2	4,700	
Prince Edward Island			
Charlottetown.....	26	1,600	Summerside
Nova Scotia			
Amherst.....	13	1,100	Bridgewater, Inverness, Liverpool, Springhill, Yarmouth
Halifax.....	94	16,500	
Kentville.....	27	1,600	
New Glasgow.....	42	5,200	
Sydney.....	76	14,000	
Truro.....	20	1,200	
Two or more areas.....	3	700	
New Brunswick			
Bathurst.....	24	2,500	Minto, St. Stephen, Sussex, Woodstock
Campbellton.....	24	2,800	
Edmundston.....	20	1,700	
Fredericton.....	23	1,000	
Moncton.....	52	6,600	
Newcastle.....	12	1,100	
Saint John.....	82	10,200	
Two or more areas.....	1	1,000	
Quebec			
Asbestos.....	6	1,500	Maniwaki, Mont Laurier
Beauharnois.....	10	1,400	
Buckingham.....	11	1,200	
Drummondville.....	31	5,100	
Farnham—Granby*.....	51	6,200	
Gaspé*.....	14	1,600	
Hull* (included with Ottawa, Ont.).....			
Joliette.....	41	4,200	
La Tuque.....	12	1,500	
Lac St. Jean*.....	128	17,000	
Lachute—Ste. Thérèse*.....	23	3,500	
Montmagny.....	8	1,500	
Montréal*.....	587	218,700	
Québec—Levis*.....	169	35,400	
Québec North Shore*.....	43	12,100	
Rimouski.....	18	2,000	
Rivière du Loup.....	18	1,500	
Rouyn—Val d'Or*.....	44	4,000	
St. Hyacinthe.....	27	5,600	
St. Jean.....	34	3,400	
Ste. Agathe—St. Jérôme*.....	19	3,500	
Shawinigan.....	37	7,700	
Sherbrooke*.....	79	12,600	
Sorel.....	22	4,800	

TABLE 4—UNION MEMBERSHIP, BY LABOUR MARKET AREA, 1964

Labour Market Area	Locals	Membership	Areas Having Under 1,000 Members
Quebec—Cont'd			
Thetford—Megantic—St. Georges*	33	4,600	
Trois Rivières.....	71	11,400	
Valleyfield.....	22	3,200	
Victoriaville.....	35	4,100	
Two or more areas.....	15	21,700	
Ontario			
Barrie.....	19	1,300	Arnprior, Bracebridge, Carleton Place,
Belleville—Trenton*	54	5,800	Collingwood, Gananoque, Goderich,
Brampton.....	24	2,800	Hawkesbury, Leamington, Listowel,
Brantford.....	51	8,000	Midland, Napanee, Orillia, Parry
Brockville.....	21	2,800	Sound, Perth, Picton, Renfrew, Sioux
Chatham.....	21	3,100	Lookout, Sturgeon Falls, Walkerton.
Cobourg.....	21	1,800	
Cornwall.....	31	5,000	
Fort Frances.....	18	1,300	
Fort William—Port Arthur*	113	23,400	
Galt.....	50	5,600	
Guelph.....	52	6,200	
Hamilton.....	163	49,400	
Kapuskasing.....	12	4,900	
Kenora.....	29	3,400	
Kingston.....	40	7,800	
Kitchener.....	64	13,900	
Lindsay.....	15	1,000	
London.....	99	20,700	
Niagara Peninsula*	181	30,100	
North Bay.....	47	5,400	
Oshawa.....	49	21,600	
Ottawa—Hull*	135	25,800	
Owen Sound.....	16	1,300	
Pembroke.....	28	2,400	
Peterborough.....	50	7,700	
Prescott.....	8	1,000	
St. Thomas.....	37	2,800	
Sarnia.....	37	8,700	
Sault Ste. Marie.....	48	11,100	
Simcoe.....	16	1,200	
Smiths Falls.....	18	1,300	
Stratford.....	36	2,700	
Sudbury*	77	27,500	
Timmins—Kirkland Lake*	64	6,300	
Toronto*	534	192,200	
Wallaceburg.....	5	1,000	
Windsor.....	82	29,700	
Woodstock—Tillsonburg*	24	4,000	
Two or more areas.....	20	22,900	
Manitoba			
Brandon.....	30	1,600	Dauphin, Portage la Prairie
Flin Flon.....	12	2,900	
The Pas.....	12	3,500	
Winnipeg.....	221	53,200	
Two or more areas.....	2	1,900	
Saskatchewan			
Moose Jaw.....	39	4,500	Estevan, Lloydminster, Swift Current
North Battleford.....	23	2,500	
Prince Albert.....	33	3,100	
Regina.....	78	13,700	
Saskatoon.....	95	11,900	
Weyburn.....	8	1,000	
Yorkton.....	27	1,800	
Two or more areas.....	5	5,100	
Alberta			
Blairmore.....	11	1,300	Drumheller, Edson, Grande Prairie,
Calgary.....	120	24,100	Red Deer
Edmonton.....	151	28,500	
Lethbridge.....	42	2,700	
Medicine Hat.....	29	2,700	
Two or more areas.....	3	2,400	
British Columbia			
Central Vancouver Island*	60	14,400	Chilliwack, Dawson Creek, Princeton
Cranbrook.....	27	4,200	
Kamloops.....	36	3,000	
Kitimat.....	5	1,800	
Okanagan Valley*	58	7,500	
Prince George.....	33	3,700	
Prince Rupert.....	38	3,600	
Trail—Nelson*	40	5,400	
Vancouver—New Westminster*	362	122,100	
Victoria.....	86	14,900	
Two or more areas.....	10	8,000	

*Indicates labour market area comprising two or more NES local office areas. See Appendix.

LABOUR MARKET AREAS COMPRISING TWO OR MORE LOCAL OFFICE AREAS

Labour market areas appear in bold type, followed by names of the component NES local office areas in light type.

Québec

Farnham-Granby: Cowansville, Farnham, Granby. **Gaspé:** Causapscal, Chandler, Gaspé, Matane, New Richmond, **Lac St. Jean:** Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval, Ville d'Alma. **Lachute-Ste Thérèse:** Lachute, Ste Thérèse. **Montréal:** Montréal, Ste Anne de Bellevue. **Québec-Lévis:** Lévis, Québec. **Québec North Shore:** Baie Comeau, Forestville, La Malbaie, Sept Îles. **Rouyn-Val d'Or:** Rouyn, Val d'Or. **Ste Agathe-St Jérôme:** Ste Agathe, St Jérôme. **Sherbrooke:** Magog, Sherbrooke. **Thetford-Mégantic-St Georges:** Mégantic, Thetford Mines, Ville St Georges. **Trois Rivières:** Louiseville, Trois Rivières.

Ontario

Belleville-Trenton: Belleville, Trenton. **Fort William-Port Arthur:** Fort William, Port Arthur. **Niagara Peninsula:** Fort Erie, Niagara Falls, Port Colborne, St. Catharines, Welland. **Ottawa-Hull:** Hull, Que., Ottawa, Ont. **Sudbury:** Elliot Lake, Sudbury. **Timmins-Kirkland Lake:** Kirkland Lake, Timmins. **Toronto:** Long Branch, Newmarket, Oakville, Toronto, Weston. **Woodstock-Tillsonburg:** Tillsonburg, Woodstock.

British Columbia

Central Vancouver Island: Courtenay, Duncan, Nanaimo, Port Alberni. **Okanagan Valley:** Kelowna, Penticton, Vernon. **Trail-Nelson:** Nelson, Trail. **Vancouver-New Westminster:** Mission City, New Westminster, Vancouver.

Manpower Developments during 1964

Employment trends particularly encouraging, large employment increases occurred, and unemployment continued to decline

Employment trends have been particularly encouraging during the past year. With job openings increasing noticeably in all parts of Canada, large increases in employment have occurred among both men and women. A highlight of the steadily improving labour market situation was the job strength in manufacturing.

Unemployment continued to decline sharply during the year, a period in which the labour force was expanding at an above-average rate.

The employment expansion during 1964 was accompanied by a continuation of the upward trend in wage rates. In August 1964 (the most recent data available), average wages of wage earners in manufacturing industries was \$83.31, an increase of \$4.49 a week compared with a year earlier.

The work week in manufacturing (seasonally adjusted) averaged 41.1 hours in August. This was a slight decline from the beginning of the year but it was two fifths of an hour longer than the average work week in August 1963.

For the first 11 months of 1964, employment, on average, was estimated to be 6,594,000. Compared with the same period in 1963, the total was higher by 236,000, or 3.7 per cent. This was substantially greater than the advance in any previous year of the post-war period, and was the largest relative gain since 1956.

The unemployment situation also has brightened considerably during the past year. In November, the seasonally adjusted unemployment rate was 4.3 per cent, as compared with 4.9 per cent at the beginning of the year and 5.1 per cent in November 1963. The unadjusted unemployment rate of 3.7 per cent in November was the lowest ratio for the month since 1956.

As noted earlier, manufacturing industries figured prominently in the employment and unemployment developments during the past year. In recent months, manufacturing employment has been running just over 100,000 higher than a year earlier.

This was an unusually large advance. The increase, for example, over the first 24 months of the current business upswing, a much larger period, was only about the same size, and in the short-lived 1958-59 expansion, the advance was only about 50,000.

Contrary to the experience of the 1950's, when employment in the durable goods sector tended to expand while that in the non-durable goods industries remained comparatively stable, during the current business upturn both sectors have been rising.

The most marked improvement has been in durable goods, where employment is currently about one fifth higher than in the early part of 1961. Employment in non-durable goods industries is currently about one tenth higher. Indicative of the breadth

of the cyclical expansion, almost all manufacturing industries posted employment gains during the period.

Aside from manufacturing, the largest employment advance during the past year was in service, where employment has been running about 60,000 higher than during the comparable period in 1963. Showing the largest advance was personal service. Smaller gains took place in community and government service. In the remaining service-producing industries, employment increased slightly or remained unchanged.

Employment in agriculture continued its secular decline. In November 1964, farm employment was 34,000 lower than a year earlier. Non-farm employment was up by 232,000, or 3.9 per cent.

It will be remembered that farm employment declined noticeably in relative importance over the course of the past few years. In 1954, agriculture accounted for about 17 per cent of total employment, compared with 10 per cent in 1964. So far there has been little evidence of a break in this trend, which suggests that for some time to come job openings in non-farm industries will have to increase at a rapid enough pace to take this factor into account.

Over the year, all regions shared in the employment expansion. The gains ranged from 2.4 per cent in the Prairie region to 5.3 per cent in British Columbia. The increase was largely among men, who accounted for 123,000 of the total increase. Women's employment increased by an estimated 72,000.

Unemployment in November 1964 was estimated to be 258,000, which was 45,000 lower than a year earlier. Virtually all of the decline was among men. The largest decrease was among men 25 to 34 years of age.

Of the 258,000 unemployed in November, some 192,000, or 74 per cent of the total, had been unemployed for three months or less. An estimated 32,000 had been unemployed from four to six months and 34,000 for seven months or more.

Unemployment rates were lower than a year earlier in all regions. The percentages ranged from 2.4 per cent in Ontario to 6.7 per cent in the Atlantic region. Wide differentials of this order reflect the lack of labour mobility characteristic of a country where large geographical distances work against matching the demand for workers with the available labour supplies.

Wages and Working Conditions

All major industrial groups in the economy shared in the general increase in weekly wages and salaries. Earnings in the construction, forestry, service, manufacturing, finance, insurance and real estate sectors showed a greater rate of increase than the industrial

average. As in the previous year, the largest relative increase in weekly income was in the Atlantic region. British Columbia continued to enjoy the highest average income.

At the beginning of 1964, the recorded trade union membership in Canada was 1,493,000—a figure 3 per cent higher than that reported the previous year. This total union membership represented 29.4 per cent of the estimated total number of non-agricultural paid workers in Canada. Three quarters of the members were in unions affiliated with the Canadian Labour Congress.

Collective agreements covering hundreds of thousands of workers were concluded without work stoppage in 1964. In the first ten months of the year, the proportion of working time lost through industrial disputes amounted to less than one tenth of one per cent. The most extensive strikes were in the printing and publishing industry, with a loss of more than 200,000 man-days in the first ten months of the year; in the wood manufacturing industry, with a loss of more than 150,000 man-days in the first ten months; and in the transportation equipment industry, with a loss of more than 145,000 man-days during the same period.

Over the past decade and a half, there has been a reduction in the work year as a result of reductions in the standard work week and extensions of annual paid statutory holidays and vacations. A survey of working conditions in Canadian manufacturing industries shows that in 1964, approximately 76 per cent of the plant workers were employed in establishments with a standard work week of 40 hours or less, compared with 25 per cent in 1949.

In addition, Canadian employees over the past decade or so have benefited from longer vacations, shorter qualifying lengths of service for these vacations, more paid holidays, and higher employer contributions to, and extended benefits from employee welfare arrangements and pension plans.

In 1964, a higher proportion of plant workers in manufacturing than in 1963 became entitled to three- and four-week vacations, and eight or more paid holidays.

Collective Bargaining

During the first six months of 1964, more than 80 major agreements, i.e., those applying to bargaining units of 500 or more employees in industries outside the construction sector, were negotiated in Canada. These agreements covered approximately 127,000 workers.

Nearly three fifths of the new agreements were concluded by manufacturing firms. Close to one fifth of the agreements were negotiated in the service sector by municipal

governments and hospitals. The remainder were signed by employers in the transportation, storage and communications sector, logging firms in Quebec and British Columbia, electric power and gas companies, metal mining companies in northern Ontario, and a food retailing firm.

Nearly three quarters of the agreements were signed for terms of two to three years, the two-year agreements predominating. The rest of the agreements were for 12 to 16 months.

In only four agreements, three of them covering workers in the pulp and paper industry, were no general wage increases given, but provision was made for other improvements.

Wage increases of 4 to 7 cents an hour on labour rates were granted in 7 out of 18 one-year agreements. Higher wage increases were included in six other one-year agreements. Among these were agreements of pulp and paper companies in British Columbia that increased labourers' rates by 11 cents an hour.

Of 41 two-year agreements, more than half provided for wage increases ranging from 10 to 14 cents an hour. Wage increases in 9 out of 20 three-year agreements ranged from 15 to 18 cents an hour. In five other three-year agreements, provision was made for wage increases of 20 to 25 cents an hour.

The N.S. Labour-Management Agreements

Labour and management in Nova Scotia have shown legislation by joint consent is not idle dream, says Prof. John Crispo in paper prepared for National Labour-Management Conference

"Labour and management in Nova Scotia have shown that legislation by joint consent is not an idle dream and that through progress in this area the general state of mind which underlies their relationship can be much improved." John H. G. Crispo, Associate Professor of Industrial Relations, University of Toronto School of Business, outlined the Nova Scotia experience in a paper prepared for the National Conference on Labour-Management Relations sponsored by the Economic Council of Canada (L.G., Jan., p. 22).

In his paper "The Nova Scotia Labour-Management Agreements," Prof. Crispo concluded that others might emulate the example of the Nova Scotians, "if only to avoid the possibility of ever-more confining legislative framework" being built around their relations.

In an attempt to halt the annual barrage of briefs and counter-briefs to the provincial Legislature, representatives of labour and management in Nova Scotia have been meeting together since 1962 to study their mutual problems. They were motivated primarily by a recognition of the ineffectiveness of the then existing situation, in which labour relations was becoming "a game of cat and mouse between those responsible for administering labour legislation and those required to live under it."

Separate labour and management seminars had been held at the Dalhousie Institute of Public Affairs since its foundation in 1936. Many persons credit these sessions with leading to an awareness that there was an

alternative to continuous conflict in industrial relations.

In 1960, the government introduced amendments to the Nova Scotia Trade Union Act which would have granted an elective union shop and provided for handling of unfair labour practices cases by the Labour Relations Board. Management and labour reactions to the amendments were so divergent that the provincial Government appointed Judge A. H. McKinnon as a one-man fact-finding commission.

In his Report (L.G. 1962, p. 507), Judge McKinnon urged labour and management to settle their differences on their own, as is the practice in many European countries, rather than turning to the Government. He also recommended a moratorium on legislation while the parties attempted to reverse the trend to restrictive legislation.

The alternative is more and more restrictive legislation to meet every demand and crisis until the conduct of management-labour relations is strait-jacketed in a code of laws that will govern every aspect of the relationship between the two vital parties, and true collective bargaining, which all labour enactments are intended to foster, will be eliminated. The result can only be the existence of two warring factions held at bay by the policing of the state.

After the McKinnon report was tabled, the Institute of Public Affairs convened an informal study group of 10 selected individuals, four each from labour and management and two from the Institute itself.

This Joint Labour-Management Study Committee met first in May 1962. Its members were motivated by a desire to reduce future government intervention and to promote industrial expansion and greater employment opportunities in their province.

Their terms of reference, as proposed by the Institute, were to consider possible new departures in labour-management relations and the implications of the McKinnon Report and, in particular, to identify and explore areas of disagreement as well as areas of potential agreement and co-operation.

Discussions were free and frank, and led to an increasing degree of mutual trust and confidence.

By September 1962 the Joint Committee had found sufficient basis for understanding to ask the Institute to call a conference of leading provincial labour and management officials that fall. Representatives of firms employing about 25,000 workers and officials of unions with almost 35,000 members attended the conference.

In response to an appeal from Judge McKinnon, the conference keynote speaker, the delegates drafted and approved the First Six-Point Labour-Management Agreement (L.G., Feb. 1963, p. 110).

Prof. Crispo pointed out that "by far the most significant feature about this first agreement was the fact that agreement was reached on anything at all. For the first time in North America a general conclave of union and management representatives was able to agree on some important principles affecting the existence and survival of both."

Most important of the Agreement's provisions was the declaration of a moratorium on further appeals to the Legislature for amendments to the Trade Union Act. "The removal of this irritant by itself made for more satisfactory relations between the two groups," Prof. Crispo wrote.

On the management side, it was agreed that workers had a right to organize and that trade unions had a legitimate role; unfair labour practices to forestall organization were condemned. Labour agreed, in return, that management was entitled to a fair return on investment. It was also mutually agreed to continue and expand the Joint Study Committee, which was instructed to explore the possibility of a basic agreement to govern relations between the parties.

After the conference the Agreement was submitted to a "community of endorsees" composed of most of the interested groups on both sides, virtually all of whom approved it.

Soon after the First Labour-Management Conference, the Joint Study Group, now expanded to 16 members to make it more representative, established a three-man subcommittee to seek agreement on the specific legislative changes proposed in the McKinnon

Report. The subcommittee made four recommendations for amendment to the Trade Union Act:

- insertion of a "free speech clause" allowing employers to express their views on unions to their employees while they are in the process of considering organization,

- a change giving the Labour Relations Board power to hear unfair labour practices cases and to issue "cease and desist" orders. Previously, these cases had to be handled in courts and then only after the Minister of Labour had granted consent to prosecute,

- a clarification of the law making clear the legality of "union security" arrangements,

- an amendment making conciliation boards available only on request of both parties to a dispute.

The draft Second Six-Point Agreement also recommended: the continuation of the Labour-Management Study Committee; the lifting of the legislative moratorium while joint proposals were presented to the Legislature; the establishment of a "resource centre" at the Dalhousie Institute to provide assistance and information relating to the work of the Joint Study Committee; that the conference approve and study the application of a resolution on automation drafted by the companies and unions of the Eastern Canada Newsprint Group; and that the Joint Study Committee review annually the results of all recommendations endorsed by the Second Joint Labour-Management Study Conference.

Prof. Crispo believes "had it not been for the changes which the second six-point agreement called for in the Trade Union Act, the whole experiment might have blown up . . . it was quite obvious to all concerned that they would have to deliver something concrete on the legislative front or run a serious risk of being scuttled by the sceptics."

He stressed that "none of these proposals was made by the study committee without a good deal of thought. Each was discussed at length on its merits and it was not simply a matter of each party exchanging one set of McKinnon-Report proposals for another."

The Second Joint Conference approved the Study Committee's draft Six-Point Agreement without alteration (L.G., Dec. p. 1069). The legislative proposals were then submitted to the Government.

When the amendments appeared on the floor of the Legislative Assembly, however, definite changes had been made. After strong representations by the Joint Study Committee the amendments were withdrawn and later re-introduced in a form similar to that proposed by the Joint Conference.

Prof. Crispo states that while this experience led the joint committee and the government to improve their lines of communication, the

basic issue of the appropriate nature of their relationship remains to be worked out. Should the law follow or precede community acceptance of social values?

The tangible accomplishments of the experiment have been: the moratorium on requests for legislation, an end to the annual barrage of briefs and counter-briefs to the Province, the jointly requested changes in the Trade Union Act, and the establishment of regular channels of communication between labour and management and between these and the government.

These accomplishments are outweighed, in Prof. Crispo's opinion, by the intangible results of the experience which has brought about a better industrial relations climate in Nova Scotia, as well as an acceptance by both sides of the need for improved relations for the good of the province.

The most glaring shortcoming in the work of the committee to date has been its lack of impact upon day-to-day collective bargaining problems, the paper asserts. But, because labour and management in Nova Scotia appear to truly believe in the value of their new relationship, they may find it relatively easy to take advantage of it at the operating level.

The chief danger ahead is overconfidence. Both sides may ask too much of the arrangement by expecting it to eliminate all their mutual problems. "Some conflict is inevitable and perhaps even desirable," says the writer.

Another useful innovation has been the establishment of a subcommittee of the Joint Study Committee to look into the problems of automation and to agree upon where responsibilities for resulting dislocation should lie.

The writer suggests that the relevance of the Nova Scotia experiments to the rest of Canada lies not so much in the methods but in the spirit of the Agreements, and he cites other similar experiences in Quebec; Ontario and Manitoba.

Professor Crispo concludes that the important results in Nova Scotia have lain chiefly in a changing of attitudes and in the building of confidence in the ability of labour and management to come to agreement without government intervention. He recommends that other jurisdictions study the Nova Scotia experience closely with an eye to averting the trend toward more restrictive labour legislation.

Annual Report for 1963 of the British Chief Inspector of Factories

*Places special emphasis on importance of properly organized safety training for all workers, especially for young people.
Number of accidents up 7.4 per cent from the previous year*

The 1963 Annual Report of Britain's Chief Inspector of Factories places special emphasis on the importance of properly organized safety training for all workers, and especially for young people. A special chapter is devoted to the responsibilities of factory occupiers, employers, workers and others involved to prevent accidents and eliminate industrial disease. The Report makes the usual review of industrial injuries and efforts to prevent them.

The total number of accidents reported to the Inspectorate in 1963 was 204,269. This was 7.4 per cent more than in 1962, when 190,158 accidents were reported. The number of fatal accidents, however, 610, was the lowest since 1959.

The increase in the total number of reported accidents is believed to be due in part to an improvement in the standard of the reporting of accidents in the second half of

the year following the publication in July 1963 of the results of the survey on reporting standards carried out in 1962. (This showed that only about 60 per cent of all reportable accidents were reported.) The Report comments that if the increase was due to the fact that a higher proportion was being reported, then direct comparison between the figures for 1963 and preceding years could not be relied on to show a trend in the incidence of industrial accidents.

A further and larger survey on the reporting of accidents was carried out in April 1964. The detailed examination of the results has not yet been completed, but the survey shows, at that time, there was an over-all improvement of some 5 per cent in the proportion of accidents reported.

A chapter on statistics and trends again provides analyses of accident statistics relating to: industry generally; factories; con-

struction work; docks, wharves, quays and warehouses; accident frequency rates; electrical accidents; and dangerous occurrences.

Causes of Accidents—The causes and nature of accidents and site of injury were much the same as in previous years in spite of the increase in the number reported. The five main causes—the manual handling of goods, falls of persons, stepping on or striking against objects, being struck by falling objects and the use of hand tools—accounted for 66 per cent of all accidents. The report points out that measures which can be taken against the hazards which cause these accidents are an integral part of efficient management and good workmanship, but that no real progress in reducing the number of such accidents appears to have been made.

Construction Industries—There were 28,348 accidents on construction work, 22,419 on building operations and 5,929 on works of engineering construction. Fatalities were 170 for building operations, compared with 193 in 1962, and 72 for works of engineering construction compared with 88 in the previous year. The report states that this reduction in the number of deaths was partly due to the abnormal weather conditions in the early part of 1963, which brought a good deal of construction work to a standstill for several weeks.

Falls of persons accounted for 28.5 per cent of all accidents in the construction industries. The number of deaths from this cause was 134, more than half of the total number of fatalities on construction work.

Four per cent of all accidents reported from construction work were attributable to protruding nails. The Report comments that this is a high price to pay for the neglect of simple precautions such as flattening or removing nails.

Safety Activities in Industry—At the end of 1963, 18 of the 25 industries approached since 1961 about the provision of voluntary safety activities had central safety committees; in another two, safety matters were dealt with by a subcommittee of the Joint Industrial Council and two more were considering setting up a safety committee. The remaining industries did not consider that they could support a special committee, but more attention was being given to safety matters in the consideration of general business.

Safety of Young Persons—The report states that there is evidence of a growing interest in the training of new entrants in safety matters, and that an increasing number of firms have developed excellent training schemes into which effective safety training has been integrated. But it is still only the larger firms that offer systematic training.

It may not be so easy for small firms to give safety training, but, if the will is there, it is by no means impossible. It can be given adequately by a foreman or another experienced worker provided that they have the proper attitude towards safety, are fully aware of all the potential dangers, and are scrupulously careful about safe working methods. It can also be done by using group training schemes, the Report points out.

Training in many firms, including safety training, still appears to be concentrated on apprentices, and little or no attention is paid to new entrants to semi-skilled or unskilled work. One reason advanced for this is the rapid turnover among this type of worker, which discourages the spending of time, effort and money on training. For this reason the increasing number of induction courses being given to prospective school-leavers while they are still at school is welcomed.

A number of accidents to young persons in 1963 are cited. Examination of the accidents reported shows that lack of training, inadequate supervision and the bad example of older workers are, either singly or in combination, the main causes.

New Developments in Industry—Some developments in mechanization which eliminate old hazards but may sometimes introduce new ones are considered in a separate section. This points out that, in many factory processes, developments over the years have either eliminated or greatly reduced a hazard to which the worker has been exposed. Automation and mechanization continue to remove the worker from contact with dangerous processes and substances, but developments which enhance the efficiency of existing processes or introduce new processes are not always beneficial to the health and safety of the worker.

Developments in mechanization reported during the year indicate that although operators employed in many processes are no longer exposed to the danger of machinery in motion, the problems of plant maintenance have greatly increased because maintenance personnel in some industries must attend to machinery while it is running and such dangerous machinery should be securely fenced.

Some examples are given of developments in certain industries which present new hazards. These include the use of tonnage oxygen in steel making, problems of exhaust ventilation in cotton textiles, and the use of driverless trucks.

Responsibilities of Employers, Workers—The first part of the special chapter on responsibilities on safety and health matters deals with responsibility for the total safety

effort in the factory; the second is a short guide to the quite specific allocation of duties under the law.

But it is pointed out that legislation cannot be a complete guide to what should be done. Equally essential is a sense of responsibility throughout industry for voluntary action in achieving the highest standards of safety and health. On humanitarian grounds alone, mere compliance with the letter of the law is not enough, and both employers and workers are normally bound to accept responsibilities that are wider than those imposed by law.

These wider responsibilities include the institution of a safety policy, adequate and competent training of personnel, good supervision and self-inspection, the provision of protective clothing and equipment, the appointment of safety officers and the estab-

lishment of safety committees. They are discussed at length and the role of management, workers and others in safety and health matters is set out.

Management, it is stated, should have a clearly defined safety policy and an organization to see that it is carried out. The precise form of such an organization will depend on the circumstances of the establishment, but in exercising their responsibilities managements should see that their policy covers such essential points as identification of hazards, training supervision, self-inspection, and use of protective clothing and equipment.

Certain obligations are laid on the workers by the Factories Act, 1961, and apart from these it is necessary that every worker should act with common sense and consideration and a full sense of responsibility, the Report states.

Annual Report on Industrial Health

The annual Report of the Chief Inspector of Factories on Industrial Health, 1963, comprises three main chapters: review of the year; industrial diseases, poisoning and gassing; and a special discussion on "Applied Physiology of Work." This third chapter can be regarded as a counterpart to the section on new developments in industry contained in the main Report.

Review of the Year—Chapter I of the Report reviews the main developments and activities during 1963, including progress on drafts of regulations dealing with the protection of the health of workers exposed to the risk of anthrax, lead or mercury poisoning; and with the safe use and handling of unsealed sources of ionizing radiations.

During the year a considerable volume of chemical, physical and biological testing was carried out in the Factory Inspectorate's own laboratories in connection with investigations into problems of industrial health and compliance with legislation.

Some information is given about the progress of a research program into effects of industrial noise on hearing which is being financed from the Industrial Injuries Fund. The project has the full support of the British Employers' Confederation and the Trades Union Congress.

In 1963 Appointed Factory Doctors carried out 519,705 examinations of young persons for fitness for employment under the Factories Act, compared with 505,325 examinations in 1962. Certifications of fitness were refused in 1,449 cases, compared with 1,529 in the previous year. An analysis of the causes of rejection is given.

Industrial Diseases, Poisoning and Gassing—Chapter II discusses the incidence of notifiable industrial diseases and reportable gassing accidents, and gives details of some of the cases of industrial disease, poisoning and gassing notified to the Inspectorate in 1963 and of some non-notifiable diseases that came to their attention.

In 1963 there were 503 notified and accepted cases of industrial disease or poisoning, compared with 432 in 1962. Investigations, following notification of cases of industrial disease or poisoning, were undertaken where appropriate by the Chemical and Medical Branches of the Inspectorate, including analyses of the air of workrooms and medical examinations of workers involved.

There were also 259 gassing accidents, compared with 281 in 1962. The Report points out that a constantly recurring factor, particularly in the case of carbon monoxide gassings, is the failure of men to take the proper precautions and use the breathing apparatus available, even though they have been warned of the risk.

Applied Physiology of Work—In a chapter on "Applied Physiology of Work," the Report discusses the effect of automation and mechanization. On the one hand these reduce physical fatigue and lessen the need for physical effort but, on the other hand, sometimes create psychological problems because of the need to adjust to new methods of working which may result in mental fatigue. In a number of cases, however, processes

(Continued on page 157)

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Total civilian labour force</i> ^(a) (000)	Jan. 16	6,855	- 0.6	+ 2.4
Employed..... (000)	Jan. 16	6,447	- 2.5	+ 3.5
Agriculture..... (000)	Jan. 16	513	- 1.5	-10.5
Non-agriculture..... (000)	Jan. 16	5,934	- 2.6	+ 4.9
Paid workers..... (000)	Jan. 16	5,415	- 2.7	+ 5.3
At work 35 hours or more..... (000)	Jan. 16	5,391	- 2.3	+ 2.2
At work less than 35 hours..... (000)	Jan. 16	862	- 5.5	+ 9.3
Employed but not at work..... (000)	Jan. 16	194	+ 6.0	+15.5
Unemployed..... (000)	Jan. 16	408	+43.2	-12.5
Atlantic..... (000)	Jan. 16	64	+52.4	-11.1
Quebec..... (000)	Jan. 16	159	+52.9	- 8.1
Ontario..... (000)	Jan. 16	98	+28.9	-18.3
Prairie..... (000)	Jan. 16	47	+46.9	-13.0
Pacific..... (000)	Jan. 16	40	+29.0	-14.9
Without work and seeking work..... (000)	Jan. 16	383	+41.3	-10.5
On temporary layoff up to 30 days..... (000)	Jan. 16	25	+78.6	-34.2
<i>Industrial employment (1949=100)</i>	November	134.7	0.0	+ 4.7
Manufacturing employment (1949=100).....	November	124.4	+ 0.6	+ 4.9
<i>Immigration</i>	Year 1964	112,606	—	+20.9
Destined to the labour force.....	Year 1964	56,190	—	+22.5
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	January	47	- 2.1	+ 62.1
No. of workers involved.....	January	29,768	-11.6	+1,595.2
Duration in man days.....	January	220,380	-52.1	+914.2
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.).....	November	\$87.98	- 0.6	+ 4.0
Average hourly earnings (mfg.).....	November	\$ 2.04	+ 0.5	+ 3.0
Average hours worked per week (mfg.).....	November	41.3	- 0.7	- 0.5
Average weekly wages (mfg.).....	November	\$84.09	- 0.3	+ 2.7
Consumer price index (1949=100).....	January	136.9	+ 0.1	+ 2.0
Index numbers of weekly wages in 1949 dollars (1949=100).....	November	147.3	- 1.0	+ 0.8
Total labour income..... \$000,000.	November	2,035	- 0.9	+ 9.3
<i>Industrial Production</i>				
Total (average 1949=100).....	December	212.5	- 6.4	+ 6.7
Manufacturing.....	December	184.4	- 8.7	+ 6.3
Durables.....	December	186.5	- 9.1	+ 4.5
Non-durables.....	December	182.6	- 8.3	+ 7.9
<i>New Residential Construction</i> ^(b)				
Starts.....	January	6,822	-43.9	-17.9
Completions.....	January	7,095	- 9.1	+13.7
Under construction.....	January	89,888	- 0.1	+10.8

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

EMPLOYMENT REVIEW

Employment and Unemployment, January

Employment declined by 167,000 to 6,447,000 between December and January. This decrease was somewhat smaller than is usual for the time of year.

Unemployment rose by 123,000 to 408,000 during the month, about the average increase for this period.

The decline in the labour force of 44,000 was less than seasonal.

The unemployment rate in January represented 6.0 per cent of the labour force, compared with 7.0 per cent in January 1964 and 8.3 per cent in January 1963. Seasonally adjusted, the January 1965 unemployment rate was 4.3 per cent.

Employment in January was 216,000 higher than a year earlier, and unemployment was 58,000 lower. The labour force, at 6,855,000, was 158,000 or 2.4 per cent higher than in January 1964.

Employment

The decrease of 159,000 in non-farm employment between December and January was less than seasonal. Farm employment showed little change.

Construction employment was down less than usual for the month, and manufacturing employment was well maintained. Employment in trade decreased, as is customary, following the release of temporary workers hired for the Christmas season.

Total employment in January rose 216,000, or 3.5 per cent, from a year earlier. Non-

farm employment was higher by 276,000, or 4.9 per cent, but farm employment was 60,000 lower than in January 1964.

In non-farm industries, the largest employment gains over the year occurred in service and manufacturing. Smaller gains took place in construction and mining.

Employment among men has shown a strong over-the-year increase as a result of marked strengthening in the goods-producing industries. In January 1965 the number of employed men was 140,000, or 3.2 per cent, higher than in January the year before. Employment among women increased by 76,000, or 4.2 per cent, compared with a year earlier.

Employment was higher than a year ago in all regions. The largest percentage increases were recorded in the Atlantic region and British Columbia, the gains being 5.4 per cent and 5.3 per cent, respectively.

Unemployment

Unemployment increased by 123,000 to 408,000 between December and January. The change was about in line with the usual seasonal pattern. Compared with a year earlier, unemployment was down 58,000.

Of the 408,000 unemployed in January, some 320,000, or about four fifths of the total, had been unemployed for three months or less. An estimated 44,000 had been unemployed for four to six months and 44,000 for seven months or more.

LABOUR MARKET CONDITIONS

Labour Market Area	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	Jan. 1965	Jan. 1964	Jan. 1965	Jan. 1964	Jan. 1965	Jan. 1964	Jan. 1965	Jan. 1964
Metropolitan.....	4	6	8	6	—	—	—	—
Major Industrial.....	10	13	14	11	2	2	—	—
Major Agricultural.....	5	5	9	9	—	—	—	—
Minor.....	28	27	25	27	5	4	—	—
Total.....	47	51	56	53	7	6	—	—

The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

CLASSIFICATION OF LABOUR MARKET AREAS—JANUARY

	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Quebec-Levis St John's VANCOUVER- NEW WESTMINSTER- MISSION CITY WINNIPEG ←	Calgary Edmonton Halifax Hamilton Montreal OTTAWA-HULL TORONTO Windsor ←		
MAJOR INDUSTRIAL AREAS (labour force 25,000- 75,000; 60 per cent or more in non- agricultural activity)	Corner Brook Farnham-Granby- Cowansville Joliette LAC ST. JEAN Moncton New Glasgow Shawinigan SHERBROOKE SYDNEY-SYDNEY MINES Trois Rivières	Brantford Cornwall Fort William-Port Arthur Kingston LONDON Niagara Peninsula OSHAWA Peterborough Rouyn-Val d'Or Saint John Sarnia SUDBURY Timmins-Kirkland Lake- New Liskeard Victoria	Guelph Kitchener	
MAJOR AGRICULTURAL AREAS (labour force 25,000- 75,000; 40 per cent or more in agriculture)	Charlottetown PRINCE ALBERT ← Riviere du Loup Thetford-Lac Megantic- Ville St. Georges YORKTON ←	Barrie Brandon Chatham Lethbridge Moose Jaw North Battleford RED DEER Regina Saskatoon		
MINOR AREAS (labour force 10,000 to 25,000)	Bathurst Bracebridge Bridgewater Campbellton Central Vancouver Island CHILLIWACK ← Dauphin Dawson Creek Drummondville Edmundston Gaspé Grand Falls KAMLOOPS KENTVILLE ← Montmagny Newcastle Okanagan Valley PORTAGE LA PRAIRIE Quebec North Shore Rimouski St. Agathe-St. Jerome St. Stephen Sorel Summerside VALLEYFIELD ← Victoriaville WOODSTOCK, N.B. Yarmouth ←	BEAUHARNOIS Belleville-Trenton BRAMPTON Cranbrook Drumheller Fredericton GODERICH ← Grande Prairie Lachute-St. Therese Lindsay Medicine Hat North Bay Owen Sound Pembroke Prince George-Quesnel Prince Rupert St. Hyacinthe St. Jean Sault Ste. Marie Simcoe Swift Current Trail-Nelson Truro Walkerton Weyburn	Galt Listowel St. Thomas Stratford Woodstock- Tillsonburg	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used see page 207.

Workmen's Compensation Board of Ontario

Last month marked beginning of second half-century of service to employers and workers of province. Workmen's Compensation Act of Ontario, Canada's first, became effective 50 years ago

On January 1 the Workmen's Compensation Board of Ontario began its second half-century of service to employers and workers of the province.

Before 1914, Ontario had followed the common law principle of England which provided that an employer was liable for damages for his negligence in respect to accidents to his employees. An injured worker, however, had to sue his employer in court. He could not claim any redress if the injury was due to his own negligence or that of a fellow worker. Litigation was long and costly, and even if the plaintiff won, there was no guarantee he could collect damages. In many cases an industrial accident meant that a worker and his family faced destitution.

In 1910 Sir William Meredith was appointed to investigate the whole matter. His report led to the passing of the Workmen's Compensation Act of Ontario, which became effective on January 1, 1915. According to International Labour Organization standards, this legislation meets all the requirements of an ideal act. It has been not only widely praised but also widely copied. Similar legislation is now in effect in every province in Canada and in the Yukon and North West Territories.

Under the Act, the Board has exclusive jurisdiction in all matters pertaining to compensation and there is no appeal to the courts. Dr. E. C. Steele, one of three Commissioners, has stated "unimpeded by legal quarrels in the courts, divorced from political interference, and invulnerable to vested interests with the profit motive, the Board can concentrate its efforts and focus its attention on what we have long considered to be the goal of the compensation process—successful rehabilitation." The objective of the Board in every case is to assist the injured workman to return to his job as quickly as possible with a minimum of impairment.

Rehabilitation is a continuous process in which there should be no gaps in treatment, financial aid or vocational assistance from the time of the initial injury until return to gainful employment. For rehabilitation to be successful there must be adequate medical care with no limitation on either time or money.

The Legislators of the Workmen's Compensation Act of Ontario, supported by both management and organized labour, have

decreed that the Ontario workman is entitled to, and shall receive the best medical care and surgical treatment available in the province.

The workman has initial free choice of physician, surgeon or hospital but the Board reserves the right to control the treatment. So far as practical, the injured workman is cared for in his own community; but when services are inadequate the workman will be transferred to the nearest centre where the necessary treatment services are available.

The Board operates a Hospital and Rehabilitation Centre for cases requiring extensive treatment or prolonged care to return them to their maximum level of recovery.

Financial benefits are of considerable importance in any vocational rehabilitation program. The workman must not be allowed to be concerned about financial hardship during his treatment period nor to have fears and forebodings for the future.

The Ontario Act provides for a payment of 75 per cent of the workman's earnings up to a maximum of \$86.54 a week during the period he is totally disabled. When he is left with a permanent disability, he receives a disability pension for life, proportionate to his percentage of disability regardless of whether he returns to his former job or to another job paying either more or less, or chooses not to work at all.

Most workmen are anxious to return to their former jobs and this is possible for about 80 per cent. To help the vocational re-establishment of injured workmen, the Board employs 22 rehabilitation officers. It is the responsibility of the rehabilitation officer to act as a co-ordinator and see that the disabled workman receives all the services that he may need.

In determining the course of action in any particular case, the rehabilitation officer has available to him the complete medical evaluation, physical and work assessment tests. When necessary, a psychological or vocational assessment may be obtained.

When it is not practical or possible for a workman to return to his former work, a job requiring essentially the same skills is preferable. Some adjustment to machinery or modification of the job may be all that is required.

(Continued on page 178)

COLLECTIVE BARGAINING REVIEW

Collective Bargaining Scene

Agreements covering 500 or more employees,
excluding those in the construction industry

Part I—Agreements Expiring During February, March and April

(except those under negotiation in January)

Company and Location	Union
Abitibi Power & Paper & subsids., Que., Ont. & Man.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), & International Operating Engineers (AFL-CIO)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (male empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (female empl.)
Bowaters Mersey Paper, Anglo-Cdn. Pulp & Paper, Domtar Newsprint & James MacLaren Co., N.S. & Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), & IBEW AFL-CIO/CLC)
British American Oil Co., Clarkson, Ont.	Oil Wks. (AFL-CIO/CLC)
B.C. Hydro & Power Authority	IBEW (AFL-CIO/CLC)
Canada Iron Foundries, Three Rivers, Que.	Moulders (AFL-CIO/CLC)
Cdn. International Paper & New Brunswick International Paper, N.B. & Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), & International Operating Engineers (AFL-CIO), IBEW CFL-CIO/CLC), Machinists (AFL-CIO/CLC) & Plumbers (AFL-CIO/CLC)
Cdn. Johns-Manville, Port Union, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Cockshutt Farm Equipment of Canada, Brantford, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madelein & Three Rivers, Que.	Papermakers (AFL-CIO/CLC) & Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mère, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Port Alfred, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Shawinigan, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Domtar Newsprint & Domtar Construction Materials, Donnacona, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Domtar Newsprint, Red Rock, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), & International Operating Engineers (AFL-CIO)
Domtar Pulp & Paper (Howard Smith Paper Div.), Cornwall, Ont.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Dunlop Canada Limited, Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Eastern Canada Stevedoring & other companies, Toronto, Ont.	ILA (AFL-CIO/CLC)
E. B. Eddy, Hull, Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Eldorado Mining & Refining, Eldorado, Sask.	Mine, Mill & Smelter Wkrs. (Ind.)
Employing Printers' Assn. of Montreal, Montreal, Que.	Bookbinders (AFL-CIO/CLC)
Employing Printers' Assn. of Montreal, Montreal, Que.	Printing Pressmen (AFL-CIO/CLC)
Fairey Aviation, Eastern Passage, N.S.	Machinists (AFL-CIO/CLC)
Fisheries Assn. of B.C.	United Fishermen (Ind.) (canning & cold storage empl.)
Fittings Limited, Oshawa, Ont.	United Fishermen (Ind.) (tendermen)
Fur Mfrs. Guild, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Butcher Workmen (AFL-CIO/CLC)
	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

Company and Location	
Hawker Siddeley (Canadian Car Div.), Fort William, Ont.	
Hotel Empress (CPR), Victoria, B.C.	
Hudson Bay Mining & Smelting, Flin Flon, Man.	
International Harvester Co. of Canada, Hamilton, Ont.	
K.V.P. Company, Espanola, Ont.	
Kellogg Company, London, Ont.	
Kerr-Addison Gold Mines, Virginatown, Ont.	
Kimberly-Clark Paper, Terrace Bay, Ont.	
MacDonald Tobacco, Montreal, Qne.	
Manitoba Telephone System	
Manitoba Telephone System	
Marathon Corp., Marathon, Ont.	
Ontario-Minnesota Paper, Fort Frances & Kenora, Ont.	
Ontario Paper, Thorold, Ont.	
Price Bros., Kenogami & Riverbend, Que.	
Price Bros., Dolbeau, Kenogami & Shipshaw, Que.	
Provincial Paper, Thorold, Ont.	
Quebec North Shore Paper & Manicouagan Power Co., Baie Comeau, Que.	
Royal York Hotel (CPR), Toronto, Ont.	
Saskatchewan Government	
Silverwood Dairies, Toronto, Ont.	
Spruce Falls Power & Paper Kimberly-Clark of Canada, Kapuskasing, Ont.	
Union Carbide (Metals & Carbon Div.), Welland, Ont.	

Union	
Auto Wkrs. (AFL-CIO/CLC)	
Railway, Transport & General Wkrs. (CLC)	
CLC-chartered local, Machinists (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Boiler-makers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), Painters (AFL-CIO/CLC), & International Operating Engineers (AFL-CIO)	
Steelworkers (AFL-CIO/CLC)	
Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO-CLC)	
Millers (AFL-CIO/CLC)	
Kerr-Addison Empl. Assn. (Ind.)	
Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)	
Tobacco Wkrs. (AFL-CIO/CLC)	
Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)	
IBEW (AFL-CIO/CLC), (electrical craft empl.)	
Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)	
Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Firemen & Oilers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC) & International Operating Engineers AFL-CIO)	
Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Firemen & Oilers (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), ILA (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)	
Pulp & Paper Wkrs. Federation (CNTU)	
Bush Wkrs., Farmers' Union (Ind.)	
Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)	
Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)	
Hotel Empl. (AFL-CIO/CLC)	
Sask. Govt. Empl. Assn. (Ind.) (labour service empl.)	
Retail, Wholesale Empl. (AFL-CIO/CLC)	
Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)	
UE (Ind.)	

Part II—Negotiations in Progress During January

(except those concluded in January)

Bargaining

Company and Location	
Air Canada, system-wide	
Alberta Government Telephones	
Alberta Government Telephones	
American Can Co. of Canada, Hamilton, Simcoe, Ont. & Montreal, Que.	
Anaconda American Brass, New Toronto, Ont.	
Asbestos Corp. & Flintkote Mines, Thetford Mines, Que.	
Assn. des Marchands Détaillants (Produits Alimentaires), Quebec, Que.	
Atomic Energy of Canada, Chalk River & Deep River, Ont.	
Bell Telephone Co. of Canada, Que. & Ont.	
B.C. Hotels Assn., New Westminster, Burnaby & Fraser Valley, B.C.	
B.C. Hotels Assn., Vancouver, B.C.	
B.C. Hydro & Power Authority	
Brewers Warehousing, province-wide, Ont.	
Burnaby District, B.C.	
Calgary City, Alta.	

Union	
Air Line Flight Attendants (CLC)	
IBEW (AFL-CIO/CLC) (plant empl.)	
IBEW (AFL-CIO/CLC) (traffic empl.)	
CLC-chartered locals	
Auto Wkrs. (AFL-CIO/CLC)	
Mining Empl. Federation (CNTU)	
Commerce & Office Empl. (CNTU)	
Atomic Energy Allied Council (AFL-CIO/CLC)	
Traffic Empl. Assn. (Ind.)	
Hotel Empl. (AFL-CIO/CLC)	
Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)	
Office Empl. (AFL-CIO/CLC)	
Brewery Wkrs. (AFL-CIO/CLC)	
Public Empl. (CLC) (outside, inside empl. & foremen)	
Public Empl. (CLC) (inside empl.)	

Company and Location

Union

Calgary City, Alta.	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Calgary Power & Farm Electric Services, Alta.	Calgary Power Empl. Assn. (Ind.)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Cdn. Cannery, Vancouver & Penticton, B.C.	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. Industries Limited, Brownsburg, Que.	Mine Wkrs. (Ind.)
Cdn. Johns-Manville, Asbestos, Que.	Mining Empl. Federation (CNTU)
Cdn. Lithographers' Assn., Toronto, Hamilton, London, Ottawa, Ont. & Montreal, Que.	Lithographers (Ind.)
Catelli Food Products, Montreal, Que.	Bakery Wkrs. (CLC)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Consolidated Paper, Nicauba, Que.	Bush Wkrs., Farmers' Union (Ind.)
Consolidated Paper, Trenché Dist., Que.	Bush Wkrs., Farmers' Union (Ind.)
Consumers Glass, Ville St. Pierre, Que.	CNTU-chartered local
Continental Can Co. of Canada, Toronto, New Toronto, Ont., Edmonton, Alta. & Vancouver, B.C.	Steelworkers (AFL-CIO/CLC)
Continental Can Co. of Canada, St. Laurent, Que.	Steelworkers (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
Dominion Coal, Glace Bay, N.S.	Mine Wkrs. (Ind.)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
Electric Autolite, Sarnia, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Firestone Tire & Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Ford Motor Co. of Canada, Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC) (office empl.)
Fraser Valley Milk Producers' Assn. & other dairies, Vancouver & New Westminster, B.C.	Teamsters (Ind.)
Fry-Cadbury Ltd., Montreal, Que.	Bakery Wkrs. (CLC)
Fur Trade Assn. of Canada, Montreal, Que. Toronto, Ont. & Winnipeg, Man.	Butcher Workmen (AFL-CIO/CLC)
Garment Mfrs. Assn. of Western Canada, Winnipeg, Man.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Goodyear Tire & Rubber, Bowmanville, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Goodyear Tire & Rubber, New Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hamilton City, Ont.	Public Empl. (CLC) (inside empl.)
Hamilton City, Ont.	Public Empl. (CLC) (outside empl.)
H. J. Heinz Co. of Canada, Leamington, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Hospitals (7), Three Rivers, Cap de la Madeleine, Grand'Mere, Shawinigan & La Tuque, Que.	Service Empl. Federation (CNTU)
Hotel Chateau Laurier (CNR), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)
John Inglis Co. Limited, Toronto & Scarborough, Ont.	Steelworkers (AFL-CIO/CLC)
Ladies Cloak & Suit Mfrs. Assn., Winnipeg, Man.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Lake Asbestos of Quebec, Black Lake, Que.	Mining Empl. Federation (CNTU)
Lakehead terminal elevators, Fort William & Port Arthur, Ont.	Railway Clerks (AFL-CIO/CLC)
London City, Ontario	Public Empl. (CLC) (outside empl.)
Walter M. Lowney Co., Sherbrooke, Que.	Bakery Wkrs. (CLC)
Manitoba Hydro	IBEW (AFL-CIO/CLC)
Massey-Ferguson, Toronto, Brantford & Woodstock, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Miramichi River ports shippers, N.B.	Miramichi Trades & Labour (Ind.)
Molson's Brewery Quebec Ltd., Montreal, Que.	Molson's Empl. Assn. (Ind.)
Montreal City, Que.	Public Empl. (CLC) (outside empl.)
Montreal Transportation Commission, Montreal, Que.	Public Service Empl. Federation (CNTU)
National Harbours Board, Montreal, Que.	CNTU-chartered local
New Brunswick Power Commission, province-wide	IBEW (AFL-CIO/CLC)
Northern Electric, Belleville, Ont. & Montreal, Que.	Northern Electric Empl. Assn. (Ind.)
Northern Electric, Montreal, Que.	Northern Electric Office Empl. Assn. (Ind.)
Ocean Cement Limited, Greater Vancouver, Fraser Valley & Vancouver Island, B.C.	Teamsters (Ind.)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Phillips Cables Ltd., Brockville, Ont.	IUE (AFL-CIO/CLC)
Provincial Transport, Montreal, Que.	Public Service Empl. Federation (CNTU)
Quebec Iron & Titanium, Sorel, Que.	Metal Trades' Federation (CNTU)
Quebec North Shore Paper, Baie Comeau, Franquelin & Shelter, Bay, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Restigouche Forest Employers, northern N.B.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Routhmans of Pall Mall Canada Ltd., Quebec, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Royal Alexandra Hospital, Edmonton, Alta.	Public Empl. (CLC)
Royal Victoria Hospital, Montreal, Que.	Service Empl. Federation (CNTU)

Company and Location	Union
Saint John Shipbuilding & Dry Dock, Saint John, N.B.	Machinists (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC) & Marine Wkrs. (CLC) Communications Wkrs. (AFL-CIO/CLC)
Saskatchewan Government Telephones	CLC-chartered local & Public Empl. (CLC)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask.	Empl. Union of Hospital Institutions (Ind.)
St. Boniface General Hospital, St. Boniface, Man.	Public Empl. (CLC) (inside & outside empl.)
Saskatoon City, Sask.	Steinberg's Empl. Protective Assn. (Ind.)
Steinberg's Ltd., Island of Montreal, Que.	Steinberg's Warehouse & Transport Empl. Assn. (Ind.)
Steinberg's Ltd., Island of Montreal, Que.	Newspaper Guild (AFL-CIO/CLC)
Telegram Publishing, Toronto, Ont.	Public Empl. (CLC)
Toronto Electric Commissioners, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
Toronto General Hospital, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Toronto Star, Toronto, Ont.	B.C. Peace Officers (CLC)
Vancouver Police Commissioners Board, B.C.	Fire Fighters (AFL-CIO/CLC)
Vancouver City, B.C.	Public Empl. (CLC) (inside empl.)
Vancouver City, B.C.	Building Service Empl. (AFL-CIO/CLC)
Victoria Hospital, London, Ont.	Distillery Wkrs. (AFL-CIO/CLC)
Hiram Walker & Sons, Walkerville, Ont.	Public Empl. (CLC)
Winnipeg City, Man.	Public Empl. (CLC)
Winnipeg General Hospital, Winnipeg, Man.	

Conciliation Officer

Automotive Transport Labour Relations Assn., B.C.	Teamsters (Ind.)
Cdn. Lake Carriers Negotiating Committee	Seafarers (AFL-CIO) (unlicensed personnel)
Montreal City, Que.	Fire Fighters (AFL-CIO/CLC)
Montreal City, Que.	Public Service Empl. Federation (CNTU) (inside empl.)
Northern Electric, Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC) (shop, warehouse & installation empl.)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)

Conciliation Board

Algoma Ore Properties, Wawa, Ont.	Steelworkers (AFL-CIO/CLC)
Algoma Steel Corp., Sault Ste. Marie, Ont.	Steelworkers (AFL-CIO/CLC)
CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)
DuPont of Canada, Kingston, Ont.	Mine Wkrs. (Ind.)
Outboard Marine, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)
Shawinigan Water & Power, province-wide, Que.	Public Service Empl. Federation (CNTU)

Post-Conciliation Bargaining

B.C. Towboat Owners' Assn.	Merchant Service Guild (CLC) & Railway, Transport & General Workers (CLC)
Canada Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)
Cdn. Acme Screw & Gear, Monroe Acme, Galt Machine & Maremont Acme, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Chrysler Canada Limited, Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC)

Arbitration

Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)

Work Stoppage

Crow's Nest Pass Coal Co. rep. by Coal Operators' Assn. of Western Canada	Mine Workers (Ind.)
Nfld. Employers' Assn., St. John's, Nfld.	Longshoremen's Protective Union (Ind.)
Quebec Liquor Board, province-wide	CNTU-chartered locals (retail, warehouse & office empl.)

Part III—Settlements Reached During January

(A summary of major terms on the basis of the information immediately available. Figures on the number of employees covered are approximate.)

Campbell Chibougamau Mines, Chibougamau, Que.—Steelworkers (AFL-CIO/CLC): 3-yr. agreement covering 600 empl.—general wage increases of 10¢ an hr. eff. Feb. 1, 1965, 4¢ an hr. eff. Feb. 27, 1966, 4¢ an hr. eff. Aug. 28, 1966, 3¢ an hr. eff. March 12, 1967 and 3¢ an hr. eff. Aug. 27, 1967; company to contribute \$8 a mo. (formerly \$4.72 a mo.) for married empl. toward sickness and welfare benefit plan, carrier now to be chosen by union; rate for labourer Aug. 27, 1967 will be \$2.04 an hr.; agreement to expire Dec. 31, 1967.

Coleman Collieries & Canmore Mines (represented by Coal Operators' Assn. of Western Canada)—Mine Wkrs. (Ind.): 3-yr. agreement covering 500 empl.—wage increases of 64¢ a day retroactive to July 3, 1964, 64¢ a day eff. July 3, 1965, and 64¢ a day eff. July 3, 1966; additional wage increase

(Continued on page 206)

Job Engineering and Job Re-assignment for the Older Worker in American Industry

*Installation of labour-saving devices as part of efforts to
boost production opens up job opportunities for older workers*

In a paper delivered at the International Management Seminar of the Organization for Economic Co-operation and Development, held in London, England in the fall of 1964, Albert J. Abrams, Director, New York State Joint Legislative Committee on Problems of the Aging, spoke on the findings of the Desmond Committee in New York State and a survey in the city of Rochester, N.Y.

Mr. Abrams said that job re-assignment was a far more common practice than job engineering, especially in large firms, and that many concerns reported "... that installation of labour-saving devices as part of managements' regular efforts to ease fatigue and boost production, as well as cut costs, has opened up new job opportunities for older job applicants as well as for retaining older workers longer."

He said that much job re-engineering work is not complicated, calling mainly for use of common sense rather than highly technical skills.

Mr. Abrams gives many examples from the report and survey. The most dramatic was that reported by a firm, part of whose operation was spinach trimming. Originally performed by 40 older women standing up and working an eight-hour day, the job was re-engineered. Stools and footrests were supplied, the travel of hands cut by a half, conveyors installed, and work scheduling improved. The result was that only 16 women working four hours a day were needed for this operation, enabling the company to shift the remainder to other work.

A summary of the survey's findings indicates that:

1. Job engineering for older workers is a practical, effective technique to:

- Combat declining production,
- Step up production above rated pace,
- Reduce costs,
- Reduce labour turnover,
- Enable management to retain experienced workers,
- Enable management to hire older workers,
- Ease strain on workers.

2. Job engineering should be part of a constant, year-round job engineering, work-simplification program covering all operations and all employees, regardless of age.

3. Job engineering does not necessarily involve an initial capital outlay for new machinery, as is commonly thought. Re-routing of materials or re-scheduling of work, or relocation of controls may be all that is needed.

4. Labour-saving machinery commonly employed in large plants has enabled older workers to be retained longer and has opened up job opportunities for older workers, in specific instances.

5. Job engineering for older workers tends to benefit management beyond the improvement in the specific job involved for the work simplification, and methods changes that result often can be applied to similar groups of positions in the plant whether young or old are in the posts.

6. Firms do not tend to think of job engineering when they have available an extensive variety of operations permitting easy use of re-assignment technique.

7. Little job engineering is being done, especially for older workers, but on the other hand most job engineering programs will aid older workers.

8. There is a twilight zone between job engineering and job re-assignment involving re-shuffling of work flowing to the older worker, so that although not working under a new job title, the older employee's work is changed.

9. There appears to be greater use of job engineering in medium-sized plants than in the large plants employing 1,000 workers or more.

10. Relatively new firms, and those employing primarily clerical, creative or editorial employees, as well as industrial engineering and consulting firms, have had little experience with job engineering for older workers.

"It would seem . . . management needs to consider both re-engineering and re-assignment, employing the technique best suited to the particular case," states Mr. Abram's report.

Men over 50 are more punctual, more disciplined and less inclined to be away on Mondays because of "illness" than younger workers, said the personnel manager of the British Motor Corporation factory in Australia when advertising for employees over the age of 58.

Second African Regional Conference

Canada's Deputy Minister of Labour, who is Chairman of ILO Governing Body, opens conference, which was held in Addis Ababa, Ethiopia. Thirty-five member states send delegations

The Second African Regional Conference of the International Labour Organization was held in Addis Ababa, Ethiopia, from November 30 to December 11. The meeting was attended by 181 delegates and advisers representing governments, employers and workers from 35 ILO member states.

George V. Haythorne, Deputy Minister of Labour for Canada and Chairman of the

ILO Governing Body, opened the first session of the conference.

The conference unanimously adopted two resolutions on the employment and conditions of work and the status of African women, and two other resolutions on wage policy. It passed six other resolutions on various matters affecting African workers.



Opening of the Second African Regional Conference of the ILO

George V. Haythorne, Deputy Minister of Labour of Canada and Chairman of the ILO Governing Body, expresses the thanks of the Conference to His Majesty, Haile Selassie I of Ethiopia (in the background) during the opening sitting in Addis Ababa. From left to right: Robert K. A. Gardiner, Executive Secretary of the United Nations Economic Commission for Africa; David A. Morse, Director-General of the ILO and Secretary-General of the Conference; Mr. Haythorne; Claude Hilaire, Clerk of the Conference; Diallo Telli, Secretary-General of the Organization of the African Unity.

ILO photograph

Tripartite Technical Meeting for the Clothing Industry

The Tripartite Technical Meeting for the Clothing Industry, convened by the International Labour Organization, which was held in Geneva from September 21 to October 2, 1964, passed a number of conclusions and resolutions regarding conditions of work, and the means of reducing fluctuations in employment in the industry.

Delegates from 20 countries, of which Canada was one, took part in the meeting. The Canadian delegation was made up of:

Government delegates—H. T. Pammett, International Affairs Branch, Department of Labour, head of delegation, and R. J. Poirier, National Employment Service, Unemployment Insurance Commission.

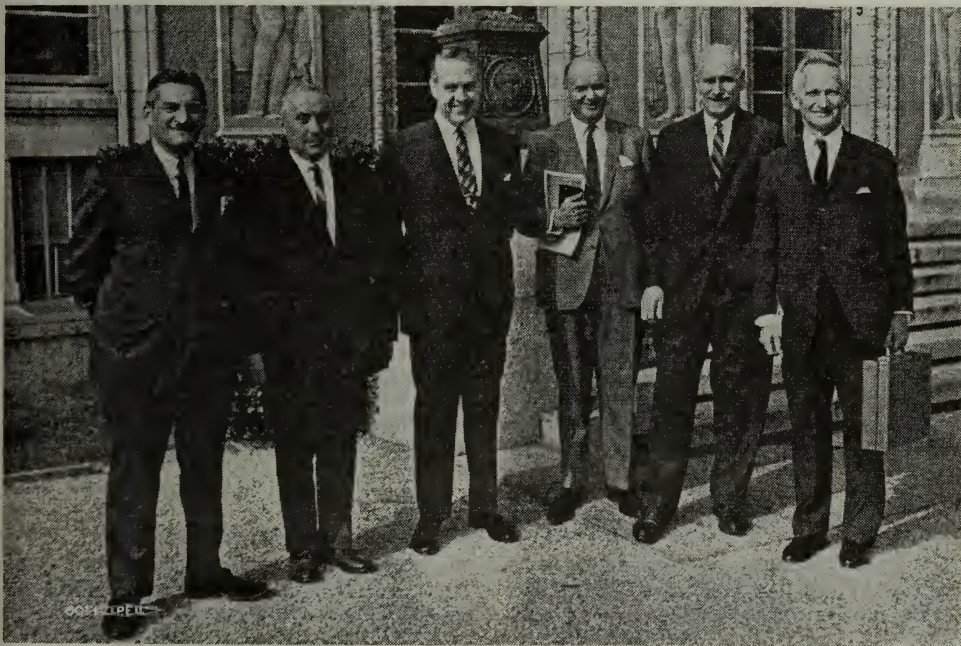
Worker delegates—S. Kraisman, International Ladies' Garment Workers' Union (CLC), Toronto; and Saul Linds, Amalgamated Clothing Workers of America (CLC), Montreal.

Employer delegates—Sydney J. Cohen, Freedman Co. Ltd., Montreal; and I. R. Riven, Deja Ladies Wear Ltd., Montreal.

Three of the Canadian delegates served on a subcommittee on conditions of work, and the other three on a subcommittee on fluctuations of employment.

One of the conclusions adopted said that the improvement of working conditions in the industry was contingent upon measures to increase productivity; to provide adequate training for workers; and to improve the distribution, and promote the consumption of garments.

Regarding working conditions, the conclusions said that the establishment of minimum standards was essential. They also emphasized the importance of co-operation between governments, employers and workers in each country in improving conditions of work.



Canadian Delegation to the ILO Technical Meeting on the Clothing Industry

Members of the delegation shown above (left to right) are: Saul Linds and Sam Krisman, Worker Delegates; H. T. Pammett and R. J. Poirier, Government Delegates; S. J. Cohen and I. R. Riven, Employer Delegates.

Wages—The conclusions state that any policy to be followed with regard to wages should take into account all relevant economic and social factors, in particular, the economic conditions of the industry and the general economic situation of the country; and that the average level of wages in the

clothing industry should be raised to the average level in other manufacturing industries, after taking all relevant factors into account, whenever it is below that level.

As regards the remuneration of women workers—a problem of great importance because of the large proportion of women en-

gaged in the clothing industry—the conclusions recommend the application of the principles laid down in the ILO's 1951 Convention on Equal Remuneration. They also suggest the application of the principle of "equal pay for equal work" to young workers.

Hours of Work—The conclusions relating to hours of work are based on the provisions of the Recommendation concerning Reduction of Hours of Work, adopted by the International Labour Conference in 1962. This instrument indicates the 40-hour week as a social standard to be reached, by stages if necessary, without any reduction in wages. The conclusions also state that, in all cases where the normal weekly hours of work exceed 48, immediate steps should be taken to reduce them to 48.

Paid Annual Vacations—The conclusions contain various suggestions relating to paid annual vacations. They state, in particular, that a minimum duration of three weeks annual vacation, paid for at a rate at least equal to average earnings in normal working weeks, should be achieved in the near future. In countries where the length of paid annual vacations is less than three weeks, measures should be taken for the progressive attainment of this standard.

In addition, the meeting adopted a resolution calling for the inclusion in the agenda of the 1966 International Labour Conference of an item on the revision of the 1936 Holidays with Pay Convention.

Industrial Home Work—The meeting adopted a resolution laying down the principle that industrial home work in the clothing industry should ultimately be abolished, except in certain cases. The resolution says that where it is not yet practicable to eliminate home work from the clothing industry, government regulations—including registra-

tion of homeworkers, agents and employers—should be strictly applied in an attempt to ensure that labour conditions and social security standards of industrial homeworkers are, as far as possible, identical with those of factory workers.

Fluctuations in Employment—The conclusions concerning problems arising from fluctuations in employment in the clothing industry contain a whole series of suggestions for measures to be taken to reduce such fluctuations, and to minimize fluctuations in production and their effect on workers.

To smooth fluctuations in production, the industry should make every effort to spread its output evenly over the whole year. To this end, an effort should be made to persuade retailers of the advantages of and the need for planning their purchasing requirements as far ahead as possible, and for the early placement of orders.

Through the use of market research and other techniques, clothing manufacturers, suppliers of their raw materials, and retailers should take advantage of forecasts of fashion developments, in order to rationalize production and distribution of clothing.

The conclusions state that an attempt should be made to level out and develop increased consumption for the products of the industry.

The conclusions also contain suggestions for improving the organization of the employment market, hours of work and control over industrial home work. Other conclusions deal with job security, severance allowance, guaranteed employment, state and voluntary unemployment insurance schemes, retraining for other industries, employment services, labour-management co-operation, further study and investigation, and measures for the implementation of the provisions of the conclusions.

ILO Coal Mines Committee

Technical progress in the industry is essential for the maintenance of the position of coal in the range of energy sources, the Tripartite Coal Mines Committee* of the ILO emphasized after a meeting in Geneva last fall. Moreover, the Committee stated in its conclusions on technological improvements and their impact on social conditions, it revives confidence in the viability of the coal industry and in its future.

The Committee which brought together 130 delegates and technical advisers representing

the governments, employers and workers of 18 countries, also adopted conclusions on dust suppression in coal mines as well as several resolutions.

Canada was represented by the following delegation: Government Delegates: George Saunders, Chief of the Labour-Management Division, Economics and Research Branch, Department of Labour, and J. W. Peck, British Columbia Chief Inspector of Mines; Employer Delegates: Walter J. Riva, General Manager, Canmore Mines Ltd., Canmore Alta., and Joseph V. Streeter, Secretary, Avon Coal Company Limited, Saint John, N.B.; Worker Delegates: John H. Delaney, United Mine Workers of America, Glace Bay, N.S.,

* The Coal Mines Committee is one of eight international Industrial Committees created by the International Labour Organization in 1945 to deal with the labour and social problems of major industries of world importance.

and Daniel Radford, CLC Regional Director of Education, British Columbia.

"It is desirable," the Committee stated, "to see that the adjustments made necessary by technical progress take place smoothly, that the miners are protected as far as possible from negative and unfavourable results and that they receive a fair share of the benefits of increased productivity."

The Committee suggested a number of steps that might be taken in various areas such as employment, occupational structure, hours of work, remuneration, safety and health and labour-management relations.

Employment—As accurate an assessment as possible of the probable effects of technical progress on the volume and nature of employment in the coal mines can help to bring about changes smoothly, in the Committee's view.

When technical changes lead to redundancy, the following measures should be considered:

- as far as possible, natural wastage should be relied on as a means of achieving the necessary reduction;

- a slowing down or temporary halt in recruitment might be envisaged;

- an adequate pension or fair compensation or both should be provided for older redundant workers who retire early;

- work schedules should be so arranged as to share the work available, properly, among those employed at the mine;

- the workers becoming redundant in certain mines should be transferred to other mines or given opportunity to transfer to other sectors of activity with the help of suitable guidance and training schemes.

Various kinds of assistance or compensation for workers who cannot immediately be

relocated should be considered, including severance pay, unemployment compensation, or a waiting allowance.

Occupational Structure—The Committee pointed out that technological changes involved modifications to the structure of the work force. Certain trades disappear, others emerge or acquire greater importance and yet others change in character. At the same time the qualifications needed by the workers also undergo considerable modifications.

The remedies suggested consist essentially of training, retraining and advanced training.

Hours of Work—The reduction of hours of work, the Committee found, whether it concerns the reduction of daily or weekly hours of work, the granting of additional rest days, an increase in the length of annual paid holidays or an earlier retirement age is one of the most important methods of enabling the workers to receive a fair share of the advantages resulting from technical progress.

When practical measures for the reduction of hours of work in the coal mines are envisaged, the principles set out in Recommendation No. 116 concerning the Reduction of Hours of Work, adopted by the International Labour Conference in 1962, should be followed.

Dust Suppression—In its conclusions on dust suppression in coal mines the Committee notes that pneumoconiosis and silicosis remain a serious problem.

The Committee suggests a series of technical measures designed to eliminate the danger of dust. They deal with ventilation, roof control and support of workings, drilling, shotfiring, coal-getting, cutting in rock, transport, travelling on underground roads and personal protective equipment.

Canada 50th Country to Ratify Discrimination Convention

Canada's ratification last October 16 (L.G., Nov. 1964, p. 939) of the Convention concerning Discrimination in respect of Employment and Occupation (No. 111), adopted by the International Labour Conference in 1958, brings to 50 the number of countries having ratified this international labour instrument. The complete text of the Convention was printed in the *LABOUR GAZETTE*, August 1958, p. 874.

The Convention defines "discrimination" as any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction

or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation. The Convention applies to access to vocational training, access to employment and to particular occupations, and to terms and conditions of employment.

Any country ratifying this Convention undertakes to declare and to pursue a national policy designed to promote, by methods appropriate to national conditions and practice, the equality of opportunity and treatment in respect of employment and occupation.

Women Workers of Japan

More than half (52 per cent) of Japan's female population over 15 years of age was in the labour force during 1963; the number of women workers has doubled within the past decade.

A recent report of the Women's and Minors' Bureau, Ministry of Labour, Japan, reveals that three of every five women in the female labour force during 1953 were classified as "family workers," which classification includes agricultural workers; 27 per cent

were in paid employment, classified as "employees."

This latter group has shown a steady increase and in 1963 the percentage rose to 44.1, and their numbers for the first time exceeded the "family workers," which group has declined from 59.5 per cent in 1953 to 41.8 per cent in 1963.

The proportion of "self-employed" in the labour force has varied but slightly from 13.5 to 14.1 per cent during the decade.

Year	Total Female Labour Force	Self- Employed		Employed Wage Earners		Family Workers	
	Millions	No.	%	No.	%	No.	%
1953	15.9	2.1	13.5	4.3	27	9.4	59.6
1963	18.62	2.9	14.1	8.1	44.1	7.6	41.8

Industries—Seven-eighths of all female workers are concentrated in three industries: manufacturing, nearly one-half of the total; wholesale and retail, finance and insurance, and real estate, one worker in four; and service, 10 per cent.

Occupations—In 1960 the largest number of women workers were engaged as skilled workers, production process workers and simple labourers, followed in numerical order by clerical workers, workers in the service trades, in professional and technical occupations, and in sales occupations.

Age and Marital Status—Women under 25 years of age accounted for 60.8 per cent of all women workers, with unmarried status and short length of service predominating features. With the general growth of the female force, however, both the average and the number of married women have been on the increase.

Earnings—Average earnings of women workers for 1963 were 46.5 per cent of average male earnings. This is partly due to the fact that the wage system is based on seniority, a feature which militates against women workers, who are young and whose employment is usually of shorter duration; also a large number of women are engaged in unskilled work. With the principle of equal pay for equal work, established under the Labour Standards Law of 1947, however, this gap is being narrowed.

Legislation Affecting Women Workers—The Labour Standards Law, 1947, makes provision for: equal pay for equal work; minimum wages; regulation of working hours, rest days and vacations with pay; restriction on hazards and injurious jobs; prohibition of night work and underground labour;

maternity leave; nursing time during working hours for mothers of children under one year of age; menstruation leave; and travel expenses from place of employment to home following discharge.

The Employment Security Law, 1947, makes provision for placement services aimed at fitting people into jobs in line with abilities.

The Vocational Training Law, 1958, makes provision for training facilities to supply skilled workers needed for the manufacturing and related industries. Some 351 vocational training centres offer instruction in radio and television engineering and repair, accounting, typewriting, pottery designing, tonsorial art, knitting, beauty art, woodworking etc.

Two types of training centres, initiated by the Women's and Minors' Bureau, specialize in industrial homework and domestic work respectively. Such facilities are designed particularly for older workers, the physically handicapped, widows and others who experience difficulty in fitting into the regular labour market.

Social Security Legislation, covering all workers, is embodied in: The Workmen's Accident Compensation Insurance Law, 1947; the Health Insurance Law, 1922, which covers insured persons and their dependants, and provides that 50 per cent of the standard monthly remuneration be paid an insured woman for childbirth, with a special nursing allowance for six months; the Unemployment Insurance Law, 1947, which pays unemployment benefits to insured persons unable to obtain employment; and the Welfare Pension Insurance Law, 1941, which provides for payment of benefits in case of old age, disability, or retirement, and survivor benefits in case of death.

TEAMWORK in INDUSTRY

From a labour-management relationship that was little short of unfriendly suspicion to one that is fast becoming as solid as the bricks they make—that is the remarkable progress marked up in only one short year at the plant of Domtar Construction Materials Ltd., south of Ottawa. The labour-management committee established in 1963 began as a shaky experiment. Today it is a self-sufficient, effective and progressive team.

Kingpin in the development was W. G. "Bill" Tait, superintendent of the clay brick plant. "I could see that the atmosphere here was not exactly ideal soon after I came to Ottawa from our Cooksville, Ont., plant," said Mr. Tait in a recent interview. "The problem was how to improve the situation.

"Basically, what bothered me most was that I felt we were not tapping the knowledge that I was certain was available among our 50 or so employees. There wasn't really open hostility, but I was concerned about the situation possibly getting worse. And I sincerely believed that both the company and the employees stood to gain a great deal if we could start exchanging views."

The reception by employees of the proposal to set up a labour-management committee was somewhere between lukewarm and frosty. "I guess we figured the company must have wanted something," was the way Robert McCallum, president of Glass and Ceramic Workers' Local 213, recalls that original approach. "The general feeling was that, if you complained about something, it was held against you."

Cautiously, and with reservations, departmental representatives were appointed, and the first meeting was held on October 8, 1963. There were four hourly paid employees and four staff members at the meeting, one of the latter being Mr. Tait, who acted as both chairman and secretary.

"I realized right from the start," he said "that if we were going to get anywhere with our labour-management committee, we were going to have to demonstrate quickly that the company was just as willing to give as it was to take."

Mr. Tait recalled that one of the first complaints raised by the employee repre-

sentatives dealt with having to sign out for work tools. They claimed that other employees would sometimes borrow tools *they* had signed out for, and they didn't think they should be held responsible. During discussion, it became clear that more was involved than just the loss of tools. It developed that the "borrowers" were often not qualified to perform the work. Mr. Tait explained the reasons for the company's rules—"and I think everyone has benefited from the fact that work is now being done by specialists."

In February 1964, when labour contract negotiations were commencing, further meetings of the labour-management committee became questionable. Several of the items on the LMC agenda were also on the union's agenda for contract talks. "I thought it wise to ask the committee members what we should do about future meetings," said Mr. Tait. "Robert McCallum was instrumental in carrying on with our committee meetings. You can imagine how pleased I was. Our committee had started to function well and was generating enthusiasm."

Mr. Tait began to make plans to ease himself out of office. "At that February meeting I asked the committee members to submit suggestions on what could be done to improve product quality. Every one of them had something to contribute. I think it was then I realized that the committee was taking root, and I resolved to give up the chairmanship."

Last September, nominations were held for the four hourly paid committee members, and elections followed in October. After the elections, a committee meeting was held. Wolfgang Grabowski, a general maintenance employee, became the new chairman, and John Vincun, a staff man, was named recording secretary.

Commented Mr. Grabowski on the group's progress: "I think what made our committee succeed was an appreciation by the employees that the company was concerned enough about them to hold meetings. We also solved a lot of personal problems."

* * *

Labour-management co-operation and communications are to be strengthened and broadened at Ocean Cement Limited, Vancouver, B.C., says executive vice-president B. M. Brabant. Management is currently devising an information program to increase employment understanding of various company operations, policies and objectives. Mr. Brabant first announced the plan in an address to a regular meeting of the plant's labour-management committee.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during December. The Board granted five applications for certification, rejected two such applications and rejected two applications for revocation of certification. During the month, the Board received eight applications for certification, two applications for revocation of certification and allowed the withdrawal of five applications for certification.

Applications for Certification Granted

1. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of deckhands and cook-deckhands employed by A. Escott Co. Ltd., North, Vancouver, B.C. in its marine towing operations (L.G., Jan., p. 47).

2. Office Employees International Union, Local 15, on behalf of a unit of office personnel employed in the Burnaby terminal of Millar & Brown Ltd., Cranbrook, B.C. (L.G., Dec. 1964, p. 1107).

3. Automotive Lodge 1857, International Association of Machinists, on behalf of a unit of mechanics employed at the Burnaby terminal of Pacific Inland Express Ltd., Vancouver, B.C. (L.G., Dec. 1964, p. 1107).

4. International Longshoremen's Association, Local 1657, on behalf of a unit of checkers and cargo repairmen (coopers) handling ocean going freight at the Port of Montreal employed by thirteen steamship agents, stevedoring and shipping companies, as represented by The Shipping Federation of Canada Inc. (L.G., Jan., p. 49). The National Syndicate of Longshoremen of the Port of Montreal (CNTU) had intervened.

5. Transport Drivers, Warehousemen and Helpers Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed in the Montreal terminal of Argosy Carriers (Eastern) Limited, Toronto, Ont. (L.G., Jan., p. 49).

Applications for Certification Rejected

1. Seafarers' International Union of Canada, applicant, North Shipping & Transportation Ltd., Quebec, Que., respondent (unlicensed personnel), and District 50, United Mine Workers of America, Local

Union 13946, intervener (L.G., Dec. 1964, p. 1105). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

2. Seafarers' International Union of Canada, applicant, Orleans Navigation Inc., St-Laurent, Ile d'Orleans, Quebec, respondent (marine engineers) and District 50, United Mine Workers of America, intervener, (L.G., Jan., p. 48). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

Applications for Revocation Received, Rejected

1. During the month the Board received and rejected an application made by Miss V. Colonnese, *et al.*, seeking revocation of the certification which issued on September 17, 1964 to the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), Local 698, on behalf of a unit of employees of Alitalia Linee Aeree Italiane S.p.A., employed at the Montreal International Airport.

2. During the month the Board received and rejected an application made by Mrs. Frederica Jack, *et al.*, seeking revocation of the certification which issued on April 30, 1964 to the General Truck Drivers and Helpers Union, Local 31, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Tourists Services Ltd. employed in its supermarket, bakery and warehouse at Whitehorse, Y.T.

Applications for Certification Received

1. Teamsters, Chauffeurs, Warehousemen, Helpers and Miscellaneous Workers, Local 76, and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 927, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of M & D Transfer Ltd., Coldbrook, N.B. (Investigating Officer: D. T. Cochrane).

2. Teamsters, Chauffeurs, Warehousemen, Helpers and Miscellaneous Workers, Local 76, and Transport Drivers, Warehousemen and

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Helpers, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Speedway Express Ltd., Ville St-Laurent, Que. (Investigating Officer: H. R. Pettigrove).

3. United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local Union 254, on behalf of a unit of plumber-steamfitters employed by Atomic Energy of Canada Limited at its Whiteshell Nuclear Establishment, Pinawa, Man. (Investigating Officer: C. A. Frey).

4. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed by McKenzie Barge & Derrick Company, Limited, Vancouver, B.C. (Investigating Officer: G. H. Purvis).

5. International Union of Operating Engineers, Local 115, on behalf of a unit of crane operators employed on log barges by Straits Towing Ltd., Vancouver, B.C. (Investigating Officer: G. H. Purvis).

6. International Longshoremen's Association, Local 1912, on behalf of a unit of longshoremen employed by Outfitters Incorporated Limited, Baie Verte, Nfld. (Investigating Officer: W. J. Gillies).

7. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed by Jorgenson Tug & Barge Limited, Vancouver, B.C. (Investigating Officer: G. H. Purvis).

8. International Longshoremen's Association, Local 1917, on behalf of a unit of employees of Waterman's Service (Scott) Ltd., Toronto, Ont. (Investigating Officer: S. Emmerson).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Applications for Certification Withdrawn

1. Teamsters, Chauffeurs, Warehousemen, Helpers and Miscellaneous Workers, Local 76, and Transport Drivers, Warehousemen and Helpers, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, Speedway Express Ltd., Lancaster, N.B., respondent, and Fraternity of Transport Operators and Warehousemen, intervener (L.G., Dec. 1964, p. 1107). (New application submitted, see item 2, "Applications for Certification Received," above).

2. General Truck Drivers Local Union No. 938, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Trans-Canada Highway Express Limited, Edmonton, Alta., respondent (L.G., Jan., p. 49).

3. International Longshoremen's Association, Local 1915, applicant, and Great Lakes Overseas Packing Division of Summerhayes Industrial and Wood Products Limited, Hamilton, Ont., respondent. (L.G., Jan., p. 49).

4. Canadian Brotherhood of Railway, Transport and General Workers, applicant, and McKenzie Barge & Derrick Company, Limited, Vancouver, B.C. respondent (unlicensed personnel) (Application received during month).

5. Federation of Telephone Workers of British Columbia, applicant, and the British Columbia Telephone Company, Vancouver, B.C., respondent, (engineering assistants) (L.G., Sept. 1964, p. 798).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During December, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Island Radio Broadcasting Co. Limited, Charlottetown, P.E.I., and Cape Breton Projectionists' Union, Local 848, International Association of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: D. T. Cochrane).

2. Westmount Moving & Warehousing Limited, Montreal, and Local 931 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: C. E. Poirier).

3. National Harbours Board, Port of Quebec, and Local 529 of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: C. E. Poirier).

4. Western Ontario Broadcasting Company Limited (CKLW and CKLW-TV) Windsor, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae).

5. Gill Interprovincial Lines Ltd., Toronto, and Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae).

Settlements by Conciliation Officers

1. Ontario Northland Railway, North Bay, Ont., and Brotherhood of Locomotive Engineers (Conciliation Officer: T. B. McRae) (L.G., January p. 50).

2. Canadian Pacific Air Lines, Limited, Vancouver, and Canadian Air Line Flight Attendants Association (Conciliation Officer: D. S. Tysoe) (L.G., August 1964 p. 717).

Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established in October to deal with a dispute between Canadian National Hotels Limited (Fort Garry Hotel, Winnipeg, Man.) and Canadian Brotherhood of Railway, Transport and General Workers (L.G., December 1964 p. 1108) was fully constituted in December with the appointment of W. Steward Martin of Winnipeg, as Chairman. Mr. Martin was appointed by the Minister on the joint recommendation of the other two members of the Board, A. S. Dewar, Q.C. and P. Byiers, both of Winnipeg, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in October to deal with a dispute between The Cumberland Railway Company (Sydney and Louisburg Division), Montreal, and Brotherhood of Railroad Trainmen (L.G., December 1964 p. 1109) was fully constituted in January with the appointment of His Honour Judge A. H. McKinnon of Antigonish, N.S., as Chairman. Judge McKinnon was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, J. W. E. Mingo of Halifax and J. L. Dubinsky, Q.C. of Glace Bay, who were previously appointed on the nomination of the company and union, respectively.

Board Reports Received

1. B.C. Towboat Owners' Association, Vancouver, and Canadian Merchant Service Guild, Inc. (deck officers) (L.G., January p. 51). The text of the report is reproduced below.

2. B.C. Towboat Owners' Association, Vancouver, and Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers (engineer officers) (L.G., January p. 51). The text of the report is reproduced below.

3. Canadian National Railways and Canadian National Railways Police Association (L.G., November 1964 p. 990). The texts of the reports are reproduced below.

4. Canada Steamship Lines Limited and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., October 1964 p. 882). The texts of the reports are reproduced below.

Settlement after Strike after Board Procedure

Quebecair Inc., Rimouski, Que., and International Association of Machinists (hostesses, flight agents and employees in the maintenance, traffic and operations departments) (L.G., December 1964 p. 1109). Stoppage of work occurred on December 17 and employees returned to work on December 18 following a settlement negotiated with the assistance of C. E. Poirier, Conciliation Officer.

Report of Board in Dispute between

B.C. Towboat Owners' Association and Canadian Merchant Service Guild, Inc.

Dear Mr. Minister:

As directed by you, the undersigned held a series of meetings with the representatives of the B.C. Towboat Owners' Association (the employers) and the Canadian Merchant Service Guild (the union).

We were informed that the matters still in dispute between the parties related to: (1) wages, (2) annual vacations, (3) overtime, (4) strikes and lockouts, and (5) crew changes. Our efforts to reconcile the conflicting views of the parties on these issues were not successful. It has not been possible, as yet, for the parties to consummate a new collective agreement.

In order to give the parties a fresh basis upon which to consummate a renewal of their collective agreement, we recommend that the new agreement should incorporate the following suggestions:

RECOMMENDATIONS

1. Term of the Agreement—The term of the agreement would commence October 1, 1964, and remain in effect until September 30, 1967.

2. Wages—All classes of rates of pay given in the schedule for October 1, 1963 (contained in Section 21 (a) of the agreement of

October 1, 1961) shall be raised in the following manner:

On October 1, 1964, by 5 per cent.

On April 1, 1965, by a further 4 per cent (that is, to 9 per cent above October 1963).

On October 1, 1965, by a further 4 per cent (that is, to 13 per cent above October 1963).

On April 1, 1966, by a further 3 per cent (that is, to 16 per cent above October 1963).

On October 1, 1966, by a further 3 per cent (that is to 19 per cent above October 1963).

On April 1, 1967, by a further 3 per cent (that is, to 22 per cent above October 1963).

3. Annual Vacations—Effective January 1, 1965, Officers shall be allowed three calendar weeks annual vacation for services during their sixth year and each succeeding year of service, and shall be allowed vacation pay of 6% of gross wages earned during each such year. (It would be understood that the extra week would be taken in the sixth year).

4. Overtime—In principle, the proposal is that, wherever hourly overtime rates are practicable, the industry should adopt, as from January 1, 1965, the time and one-half rate for all overtime compensation.

During December, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between B.C. Towboat Owners' Association, Vancouver, and Canadian Merchant Service Guild, Inc.

The Board was under the chairmanship of Dr. G. Neil Perry of Vancouver. He was appointed by the Minister on the joint recommendation of the other two, members, T. E. H. Ellis, Q.C., and Jack MacKenzie, both of Vancouver, nominees of the Association and Guild, respectively.

The text of the report is reproduced here.

Masters' Overtime—Under Section 22(a) of the agreement of October 1, 1961, Masters receive a monthly flat-rate in compensation for excessive hours worked over and above regular watches while the vessel is at sea. We recommend that: Effective January 1, 1965, the Masters' flat-rate become \$54.

In addition, starting January 1, 1965, Masters shall be considered eligible for hourly overtime compensation at the rate of time and one-half when their vessel—other than a harbour tug—is instructed by the company to perform in-port activities (such as yarding) and which requires the Master to work over and above his regular watches.

Mates' Overtime—The Mates' overtime rate—already on an hourly basis—would be calculated on the time and one-half rate, starting January 1, 1965.

Exclusion from Overtime—The hourly overtime provisions in the agreement shall not apply, and no hourly overtime payments shall be made for services rendered, when a vessel resumes its voyage after a lay over for periods in excess of 24 hours and broken watches have occurred.

5. Strikes and Lockouts—No changes are suggested in the language of Section 3 in the October 1, 1961 agreement relating to strikes and lockouts.

6. Crew Changes—Sections 21(c) and 21(d) in the 1961 agreement shall be amended by eliminating the present language and substituting the following provisions:

Effective January 1, 1965, Officers being paid off the vessel shall be credited with wages earned and leave earned computed as of the exact time of quitting the vessel—rounded up to the end of the hour (e.g., leaving the vessel at 9:30 a.m., the crew would be credited with time up to 10:00 a.m.). Officers relieving the crew shall be credited with wages earned and leave earned as from the exact time of boarding the vessel—rounded back to the beginning of the hour (e.g. boarding the vessel at 9:30 a.m., the relieving crew would be credited with time back to 9:00 a.m.).

In addition, between 2:00 a.m. and 4:00 a.m., Officers quitting or boarding the vessel during crew changes shall be credited with two hours' supplemental wages earned and leave earned.

Yours faithfully,

(Sgd.) *G. Neil Perry*,
Chairman.

(Sgd.) *T. E. H. Ellis*,
Member.

(Sgd.) *Jack MacKenzie*,
Member.

Report of Board in Dispute between

*B.C. Towboat Owners' Association
and*

Canadian Brotherhood of Railway, Transport and General Workers

December 21, 1964.

Dear Mr. Minister:

As directed by you, the undersigned held a series of meetings with the representatives of the B.C. Towboat Owners' Association (the employers) and the Canadian Brotherhood of Railway, Transport and General Workers (the union).

We were informed that the matters still in dispute between the parties related to (1) wages, (2) annual vacations, (3) overtime, (4) strikes and lockouts, and (5) crew changes. Our efforts to reconcile the conflicting views of the parties on these issues were not successful. It has not been possible,

as yet, for the parties to consummate a new collective agreement.

In order to give the parties a fresh basis upon which to consummate a renewal of their collective agreement, we recommend that the new agreement should incorporate the following suggestions:

1. Term of the Agreement—The term of the agreement would commence October 1, 1964, and remain in effect until September 30, 1967.

2. Wages—All classes of rates of pay given in the schedule for October 1, 1963 (contained in Section 20(a) of the agreement of

During December, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between B.C. Towboat Owners' Association, Vancouver, and Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers.

The Board was under the chairmanship of Dr. G. Neil Perry of Vancouver. He was appointed by the Minister on the joint recommendation of the other two members, T. E. H. Ellis, Q.C., and Jack MacKenzie, both of Vancouver, nominees of the Association and Brotherhood, respectively.

The text of the report is reproduced here.

October 1, 1961) shall be raised in the following manner:

On October 1, 1964, by 5 per cent.

On April 1, 1965, by a further 4 per cent (that is, to 9 per cent above October 1963).

On October 1, 1965, by a further 4 per cent (that is, to 13 per cent above October 1963).

On April 1, 1966, by a further 3 per cent (that is, to 16 per cent above October 1963).

On October 1, 1966, by a further 3 per cent (that is, to 19 per cent above October 1963).

On April 1, 1967, by a further 3 per cent (that is, to 22 per cent above October 1963).

3. Annual Vacations—Effective January 1, 1965, Engineers shall be allowed three calendar weeks annual vacation for services during their sixth year and each succeeding year of service, and shall be allowed vacation pay of 6% of gross wages earned during each such year. (It would be understood that the extra week would be taken in the sixth year).

4. Overtime—In principle, the proposal is that, wherever hourly overtime rates are practicable, the industry should adopt, as from January 1, 1965, the time and one-half rate for all overtime compensation.

Engineers' Overtime—Under Section 21(a) of the agreement of October 1, 1961, Engineers receive a monthly flat-rate in compensation for excessive hours worked over and above regular watches while the vessel is at sea. We recommend that: Effective January 1, 1965, the Chief Engineers' rate become \$27.00, and the Second Engineers' rate become \$21.00.

Engineers on One-engineer Vessels—It is recommended that, under Section 21 of the 1961 agreement, provision should also be made to establish the eligibility of Engineers on one-engineer vessels to receive a monthly flat-rate for overtime.

In particular, it is recommended that when the Engineer on a one-engineer vessel is required to serve without regular watch duties but to be available at any time to respond to

calls, he should be paid a monthly flat-rate appropriate to his rank. As from January 1, 1965, the monthly flat-rate to be: for Chief Engineers, \$27.00; and for Second Engineers, \$21.00.

Exclusion from Overtime—The hourly overtime provisions in the Agreement shall not apply, and no hourly overtime payments shall be made for services rendered, when a vessel resumes its voyage after a lay-over for periods in excess of twenty-four hours and broken watches have occurred.

5. Strikes and Lockouts—No changes are suggested in the language of Section 3 in the October 1, 1961, Agreement relating to Strikes and Lockouts.

6. Crew Changes—Section 20(b) in the 1961 agreement shall be amended by eliminating the present language and substituting the following provisions:

Effective January 1, 1965, Engineers being paid off the vessel shall be credited with wages earned and leave earned computed as of the exact time of quitting the vessel—rounded up to the end of the hour (e.g., leaving the vessel at 9:30 a.m. the crew would be credited with time up to 10:00 a.m.). Engineers relieving the crew shall be credited with wages earned and leave earned as from the exact time of boarding the vessel—rounded back to the beginning of the hour (e.g., boarding the vessel at 9:30 a.m., the relieving Engineer would be credited with time back to 9:00 a.m.).

In addition, between 2:00 a.m. and 4:00 a.m., Engineers quitting or boarding the vessel during crew changes shall be credited with two hours' supplemental wages earned and leave earned.

Yours faithfully,

(Sgd.) G. Neil Perry,
Chairman.

(Sgd.) T. E. H. Ellis,
Member.

(Sgd.) Jack MacKenzie,
Member.

Report of Board in Dispute between

Canadian National Railways

and

Canadian National Railways Police Association

CHAIRMAN'S REPORT

As Chairman of the Board of Conciliation and Investigation appointed under the provisions of the Industrial Relations and Disputes Investigation Act in this matter, I submit the following report.

The Board was composed of: Raymond Barakett, Chairman; Dollard Dansereau, Q.C., nominee of the bargaining agent; R. V. Hicks, Q.C., nominee of the employer.

The dispute affects approximately 417 employees engaged as policemen across Canada.

The parties made their representations to the Board at several hearings held in Montreal.

After the union had presented its case, the company was called upon to do so. The company refused to present its case, arguing that the memorandum of agreement between the company and the bargaining agent signed at Montreal on 19 May 1964 constituted a binding agreement between the parties, with the result that there was no dispute before the Board, which consequently had no jurisdiction.

After an adjournment the majority of the Board came to the conclusion that the Board had jurisdiction to hear this dispute, in view of the fact that it came within the terms of article 2(h) of the Act and the discretion of the Minister in virtue of article 17 of the Act was sufficiently wide to cover such a situation.

After the Board rendered its decision concerning its jurisdiction, the company was invited to present its case, but refused to do so, arguing that the agreement above mentioned was binding on the parties, that it had been negotiated in good faith between the parties, and that the whole bargaining process envisaged by the Act would be damaged, if not completely destroyed, if the agreement were allowed to be set aside merely by a vote of the members of the bargaining agent, and the company was obliged to negotiate all over again. Consequently, the company refused to negotiate any further.

The Board was thus presented with a situation where the union had presented its case in favour of its demands, while at the same time repudiating the agreement of 19 May 1964, whereas, on the other hand, the company maintained that the agreement was binding, having been signed by the senior officers of the bargaining agent, and that it would not negotiate any further or present any case before the Board.

In view of the fact that the agreement of 19 May 1964 was signed by the senior officers of the Bargaining Agent, with the Company, and that such agreement was unconditional, as appears from the agreement itself, together with the fact that the Company refuses to re-open negotiations and to present a case before the Board, I am of the opinion that the only recommendation which the Board can make under the circumstances is that the parties should follow the terms of

the said agreement. I do not think that the Board should recommend more than what the executive of the Bargaining Agent accepted in the said agreement.

Respectfully submitted.

Montreal, 29 December 1964.

(Sgd.) *Raymond Barakett*,
Chairman.

REPORT OF COMPANY NOMINEE

These proceedings concern the renewal of the agreement between the Canadian National Railways Police Association and Canadian National Railways which expired December 30, 1963. Following notice of amendment, the parties met September 10, 1963 to commence their negotiations. At this meeting the bargaining committee representing the union was asked if it had authority to conclude a settlement with the Railway and upon being advised that the bargaining committee lacked such authority, the Railway requested the committee to obtain authority in order that constructive bargaining could take place.

At the subsequent meeting held in early May 1964, under the auspices of the conciliation officer, Mr. Hedley Abbott of the Railway (Assistant Manager, Labour Relations), upon asking the Association's bargaining committee specifically whether it had authority to consummate an agreement, was assured that it now had such authority.

It is pertinent to quote from Mr. Abbott's evidence in this regard, "One of the things I made sure of was that if good faith bargaining was to take place at the table, the people concerned must have a mandate. I stressed it at least four times and I was assured it was so." This evidence was not questioned, let alone refuted, by the officers of the Association.

As a result, the Railway made an offer for settlement, which was accepted by the bargaining committee of the association and incorporated into an agreement entered into under date of May 19, 1964. This agreement, which was executed on behalf of the Association by five of its duly authorized officers, did not contain any qualification regarding its ratification by the membership of the Association.

Subsequently, the conciliation officer convened a further meeting of the parties following failure of the membership of the Associa-

During December, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian National Railways and the Canadian National Railways Police Association. Each member of the Board made a separate report.

The Board was under the chairmanship of Raymond Barakett of Montreal. He was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, R. V. Hicks, Q.C., of Toronto and Dollard Dansereau, Q.C., of Montreal, nominees of the company and union, respectively.

The reports are reproduced here.

tion to ratify the agreement. The bargaining representatives of the Railway took the position that a settlement had been reached on the strength of the assurances of the Association's representatives that they had authority to conclude a settlement and that, accordingly, the Railway was not prepared to renegotiate the terms of the settlement as contained in the agreement of May 19, 1964.

During the hearings of the Board, the Association put in extensive evidence in support of its additional demands on the basis that it was not committed to the agreement of May 19, 1964. The Railway contended that the agreement was valid and legally binding upon both parties and it was, therefore, beyond the Board's jurisdiction to entertain additional changes as requested by the Association. The Railway also submitted that in any event there was an overriding principle of good faith inherent in the dispute before the Board inasmuch as the Railway had been induced to make its final offer for settlement by the repeated assurances of the Association's bargaining committee that it had full authority to conclude a settlement. The Railway stressed the untenable position in which it would find itself if, in view of its relations with some 35 other unions under some 170 collective agreements, it were placed in the position of having to reopen a contract settlement.

While the matter of this Board's jurisdiction to deal with the validity of the Agreement of May 19, 1964 was placed in issue before us, it does not appear necessary to deal with it *per se* because of the somewhat more fundamental problem flowing from the circumstances surrounding the negotiations. There can be no question but that the Railway made "every reasonable effort to conclude a renewal or revision" of the previous agreement with the Association in conformity with the obligations contained in Section 15(a) of the Industrial Relations and Disputes Investigation Act. Having sought and obtained assurances from the Association's bargaining committee that it had authority to settle the agreement, the Railway in good faith made its offer, which was accepted by the officers of the Association and incorporated into a formal agreement bearing their signatures. To allow one party to negotiations to use the conciliation process as an instrument to obtain still further concessions after having induced the other party to make an offer for settlement, to which it had also committed itself, would destroy all confidence in the collective bargaining process. For this Board to condone the repudiation of the settlement arrived at under the special circumstances in these negotiations would be to vitiate the principle of good faith which is

implicit in the bargaining process as contemplated under the Act.

Accordingly, it is my opinion that this Board should not recommend any variation of the agreement of May 19, 1964 as entered into between the Canadian National Railways Police Association and Canadian National Railways. Rather, I would strongly recommend that such agreement constitute complete settlement of this dispute, in view of the important principles underlying these negotiations and their bearing upon the future relations between the parties.

All of which is respectfully submitted.

Dated this 24th day of December, 1964.

(Sgd.) R. V. Hicks,
Member.

REPORT OF UNION NOMINEE

In the matter of the Industrial Relations and Disputes Investigation Act and a dispute between the Canadian National Railways, employer, and the Canadian National Railways Police Association, bargaining agent for the employees, I was appointed a member of the Board of Conciliation and Investigation on September 8, 1964, on the recommendation of the bargaining agent and, in accordance with the Act and my oath of office, I have the honor to report as follows.

The employer has chosen to deny the Board its jurisdiction and to contest your appointment of the Board. After consideration and consultation with the other members of the Board, here was my report to Mr. Raymond Barakett, chairman of the Board, on that preliminary objection of the employer.

"As to the jurisdiction of the present Board of Arbitration, I wish to recall that we are not empowered to pronounce on the validity of the so-called Agreement of May 19th, 1964. This is the task of other tribunals, if necessary. With regards to the Board, we have to consider only our appointment by the Minister in accordance with section 17 of the Act.

"The definition of dispute (section 2h) certainly includes the difficulties between the employer and the employees in this arbitration. Were it not for the above Agreement, no one would dispute that.

"Since we are not authorized to pronounce on the validity of such Agreement and considering also the discretionary power of the Minister to nominate the present Board, I fail to see how such Board can rule itself without jurisdiction and hence out of existence, once properly appointed and sworn.

"Consequently, it is my opinion that the Board has to carry on according to the Act and report in the end to the proper authorities as if the above agreement were itself in-existent."

The employer, although informed of the majority opinion of the Board on that question, persisted in refusing to present any evidence. Consequently, the Board received *ex parte* evidence from the bargaining agent only. Under reserve of my opinion as to the competency of the Board to pronounce on the validity of the alleged contract between the employer and the bargaining agent, may I state:

1. That the employer admittedly knew about section 4 of Article 5 of the Constitution and General Rules of the Canadian National Railways Police Association. The employer should not be amazed that the alleged contract he relies upon is not binding unless and until ratified by the members of the Association.

2. As set in exhibit U-39, the employer implicitly admitted the alleged contract had to be ratified by the members of the Association and he never tried to enforce it by paying the employees the increased salary.

3. The employer has filed its proposal before the Board, thus implicitly waiving its so-called acquired rights.

4. The Act concerning Industrial Relations and Disputes Investigation, according to the employer, should be interpreted with a view on equity. In fact, the employer's representatives have invoked equity to set aside what they termed bad faith on the part of the representatives of the bargaining agent. My humble opinion is to the effect that equity will better be served by a frank and co-operative study of the conditions of employment as they exist compared to what they should be, than by relying on the misunderstanding which led to the signature of the alleged contract.

Since the employer persisted in refusing to give any evidence whatsoever before the Board, it is my contention that the latter has nevertheless to report on the evidence as is, to wit the evidence brought forward by the bargaining agent who bears no responsibility for the lack of co-operation shown by the employer.

I therefore respectfully submit that the Board recommend on each and every one of the matters in dispute.

The bargaining agent has substituted, in its draft agreement, the word policeman for the word employee. Since the bargaining agent waived all opposition to use the word employee, the text of the existing agreement should remain unchanged as to the use of the word employee instead of policeman. To summarize articles 1, 2 and 3 of the employer's offer should be inscribed as set in the future contract.

As to article 3 of the bargaining agent's draft agreement, corresponding to article 4 of the employer's offer and concerning rates of pay, I respectfully submit that exhibit U-41 should first retain our attention. The Canadian Pacific Railways has readily offered, without compulsion, for like services, salaries averaging almost \$1,000 a year more. The Montreal Harbour Board has followed suit; their salaries are, in certain cases, higher than those paid by the Canadian Pacific Railways for police services. In good faith and in equity, one feels that the employer in the present case can not rely on a disputed agreement and legal technicalities to impose upon its police force salaries considerably lower than those afforded by its competitors.

Exhibit U-8 shows that the City of Vancouver pays as high as \$6132 for services required by the employer in the present case for \$4320. The maximum salary desired by the bargaining agent for such services in the present case, is still \$150 less than what is paid in Vancouver.

Exhibit U-9 and others give most illustrative data, undisputed by the employer and extracted from reliable sources, which show that the members of the bargaining agent are asking, in article 3 of their draft agreement, equalization only with their fellow workers for other public authorities.

I suggest, therefore, that the rates of pay offered by the employer in article 4 of its proposed agreement be set aside; most of them show, for the next three years, a total increase of less than 15% divided in yearly intervals. If such rates of pay were allowed, the members of the bargaining agent would receive, during the next three years, almost 20% less than their fellow workers at the Canadian Pacific Railways.

Since the employer has offered no contradictory evidence, we depend on the statistical data given the Board by the bargaining agent. I conclude therefore that, *mutatis mutandis*, the members of the bargaining agent are entitled to compensation equal to that of the Canadian Pacific Railways police and recommend an increase of 20% based on the present rates of pay (see Appendix). Article 4-3 of the employer's proposed agreement computes the hourly rate for a monthly rated employee by dividing the monthly rate by 174. I wish to state that 40 hours a week for 52 weeks add up to 2080 working hours per year. If 2080 be divided by 12, we come to 173.33. I fail to see why the employer should take advantage of the fraction to impose division at 174 while the advantage of the fraction, according to calculation, should go rather to the employee. Therefore,

I propose that the figure 174 be replaced by 173. One has to bear in mind the weight technicalities carry with the employer in the present case.

As to article 4 paragraph 1 of the bargaining agent's draft agreement, corresponding to article 5 of the agreement proposed by the employer, the latter having failed to show contradictory evidence and in view of exhibits U-22, U-33, U-24 and U-25, I recommend that the bargaining agent's demand be granted. The same exhibits demonstrate that article 4 paragraph 5 of the same draft agreement is to be awarded. The evidence has shown that police officers throughout the country, because they are required to wear a uniform, are given benefits such as those mentioned in both those paragraphs of article 4.

On article 5 paragraph 3, sub-paragraph d (without corresponding paragraph) of the bargaining agent's draft agreement, I suggest we add the words: Except in cases of emergency, and thereafter accept the demand.

As to article 5 paragraph 4 of the bargaining agent's draft agreement, corresponding to article 6 paragraph 4 of the agreement proposed by the employer, exhibits U-26 and U-27 will convince any one that overtime should be paid at one and one half the regular rate. This applies also to article 6, all paragraphs, corresponding to the employer's article 7, all paragraphs. However, on paragraph 4 of article 6 I would recommend two hours, as in article 7 paragraph 4 of the agreement proposed by the employer. I see no evidence to implement such a modification of the statu quo. The same applies to article 7 paragraph 1 of the bargaining agent's draft agreement. The proposition made by the employer favors the employee and no evidence allows us to go beyond.

I feel that no satisfactory evidence was made in support of paragraph 12 of article 8 of the bargaining agent's draft agreement. Also, as proposed by the employer in paragraph 13 of article 9, the matter pertains to good management and should be left to the discretion of the employee.

The bargaining agent, in his article 9 paragraph 1, demands nine days as statutory holidays. Exhibit U-22 shows the general practice and this demand should be granted. Although there is no such evidence before the Board, I have been told that the Federal Government considers nine days is statutory holidays for Canada, in the Labour Code presently under study.

However, I still fail to understand why the bargaining agent insists on article 9 paragraph 2. Owing to unsatisfactory evidence, at least for the undersigned, I am inclined

to maintain the statu quo on that question. It has also been declared by the bargaining agent in front of the Board that section 10 paragraph 2 of their draft agreement should be deleted. Also the bargaining agent seemingly accepts without discussion article 12 paragraph 1 of the employer's proposed agreement and article 12 paragraph 9.

As to the demand made by the bargaining agent in paragraphs 10 and 11 of their article 11, I am of the opinion that such demand be refused. This appears to me the exclusive right of the management. Also I am convinced that article 13 of the agreement proposed by the employer, including all paragraphs of the said article 13, should be accepted because there was no evidence against them and also because they appear to me the exclusive right of the management, provided seniority be respected where competency is equal.

The bargaining agent, in paragraph 1 of article 16 of its draft agreement, wishes to maintain the statu quo. It is the employer who wishes to amend the former article 16 paragraph 1. Since the employer has offered no evidence, I fail to see the reasons for any modification.

I think article 18 paragraph 2 of the bargaining agent's draft agreement should be re-written to add: transportation for themselves and for dependent members of their families. But instead of 48 hours prior and 48 after arrival, I would grant 24 hours prior and 24 hours after arrival. One has to remember there are only five working days per week and thus four days equal almost a week.

Article 19 paragraph 5 of the draft agreement should read as follows: Deductions shall commence on the payroll after the first month of service, or to that effect. I see no reason why union dues should not be paid for the first six months if the employee so wishes.

The bargaining agent has accepted, in front of the Board, article 21 paragraphs 1 and 2 in preference to their article 20 concerning Health and Welfare. But the bargaining agent insists, and I am of their opinion, that paragraphs 3, 4, 5, 6, 7, 8 and 9 of such article 20 be accepted by the employer. Exhibits U-30, U-31, U-32, U-34 and U-38 show what is the known practice of most employers in like cases.

Since the hearing on salaries and rates of pay was *ex parte*, I feel the contract should not be for more than two years. The employer has taken a stand which deprived the Board of evidence that would have been useful and which should be made known at the first opportunity most contracts for like services are for a duration of two years only.

ARTICLE 4. RATES OF PAY

4.1 Eight-Hour Basis 1-1-64 to 1-1-66

	Monthly	Yearly
Constables: 1st year	376.80	4,521.60
2nd year	408.00	4,896.00
After 2 years	477.60	5,731.20

Patrol Sergeants—

After one year	496.80	5,961.60
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4.2 Unassigned Hours

Constables: 1st year	392.40	4,708.80
2nd year	435.60	5,227.20
After 2 years	496.80	5,961.60

Sergeants—

After one year	513.60	6,123.20
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Compared to the CNR salaries awarded, the CPR salaries are as follows:

Constables: 1st year	4,680.00
2nd year	4,920.00
3rd year	5,160.00
4th year	5,560.00
5th year	5,700.00
Sergeants: 1st year	6,180.00
2nd year	6,180.00
3rd year	6,240.00

Article 22 and 23 are usual in contracts of this nature.

Finally, I feel that retroactivity should be granted to the date of expiration of the previous contract. The delays are not to be imputed to the employees more than the employer. There is an alleged contract which the employer believes valid; nevertheless the employer has seen fit not to give the employees the increased salary therein provided. That shows the employer is not that convinced such contract is valid; it also shows the employer expects the retroactivity sought by the bargaining agent.

(Sgd.) Dollard Dansereau, Q.C.

APPENDIX

A constable promoted to the rank of Patrol Sergeant keeps the same salary for the first year and receives the salary of the Patrol Sergeant one year after his promotion. The same system applies to a constable who is promoted Sergeant on unassigned hours.

Report of Board in Dispute between

*Canada Steamship Lines Limited
and*

*Brotherhood of Railway and Steamship Clerks, Freight
Handlers, Express and Station Employees*

As Chairman of the Board of Conciliation and Investigation appointed under the provisions of the Industrial Relations and Disputes Investigation Act in this matter, I submit the following report.

The Board was composed of: Raymond Barakett, Chairman, Ross Drouin, Q.C., nominee of the employees, Phil Cutler, nominee of the bargaining agent.

The dispute affects approximately 725 employees of the company's package freight division who are engaged in loading and unloading freight at the company's terminals at Quebec City, Montreal, Toronto, Hamilton, Sarnia, Windsor, Port Arthur and Fort William.

The parties made their representations to the Board at several hearings held in Montreal.

The union's demands concern fourteen separate matters, which will be discussed individually below. In making these demands, the union has argued that the scale of wages by the longshoremen should serve as a basis for the Board's award, and not the previous awards granted to the railways, particularly in the agreement reached this year. The union has also argued that the company is prospering and that the employees should participate in such prosperity.

Briefly, the company has replied that the proper and traditional basis for comparison to determine the wage increases to be awarded to the employees should be the railway award, and not the scale of wages earned by the longshoremen. The company further points out that although the company as a whole is prospering, if one takes into

During December, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Canada Steamship Lines Limited and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.

Each member of the Board made a separate report.

The Board was under the chairmanship of Raymond Barakett of Montreal. He was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Ross Drouin, Q.C., of Quebec City, and Phil Cutler of Montreal, nominees of the company and union, respectively.

The reports are reproduced here.

account all of its subsidiaries, this is not the case with the package freight division.

The question of what standard should be used, whether the awards to railway workers or the scale of wages of longshoremen, in aiding the Board to arrive at an award is an important one, but I do not think that the Board has been furnished with sufficient evidence on this particular point to arrive at a specific recommendation, as to what should be used in future bargaining. Thus, I think that for the time being, the Board should consider both the award given to the railway workers this year, and the present scale of wages of the longshoremen, when it makes its recommendations.

Bearing in mind that it is the primary duty of the Board to bring the parties to the dispute to a settlement, by recommendations which induce settlement, when a settlement cannot be arrived at directly before the Board, I hereby recommend the following, as most likely to bring about a conciliation between the parties:

1. *Wage Increase*

Demand of bargaining agent: "Effective April 16, 1964, all rates of pay covering hourly and monthly rated positions shall be increased by 50¢ per hour."

Effective April 15, 1964, a general increase of 10¢ an hour, with an additional increase of 10¢ an hour effective April 15, 1965, and a final increase of 10¢ an hour effective April 15, 1966, on the basis of a three-year agreement, retroactive to the expiry of the last agreement, are recommended.

2. *Night Work*

Demand of bargaining agent: "Time and one half shall be paid to all employees for work performed after 6:00 p.m."

I recommend that time and one half be paid to all employees for work performed after the completion of their day shift, but without retroactive effect.

3. *Sunday Work*

Demand of bargaining agent: "Double time shall be paid for all work performed on Sundays."

I recommend that time and one half should be paid, as has been the agreement in the past.

4. *Saturday Work*

Demand of bargaining agent: "Time and one half shall be paid for all work performed on Saturdays." I recommend that time and one half be paid for work on Saturday, but without retroactive effect.

5. *Statutory Holidays*

Demand of bargaining agent: "Time and one half shall be paid for work performed on statutory holidays."

I think that the company's position of paying double time for work performed on statutory holidays should be maintained.

6. *Work Through Periods*

Demand of bargaining agent: "All employees required to work through meal periods shall be paid for at the rate of double time until relieved."

Again I consider that the company's position of paying time and one half for work performed through meal periods should be maintained.

7. *Guaranteed Pay*

Demand of bargaining agent: "The company shall initiate a system of guaranteed annual earnings."

I do not think that a system of guaranteed annual earnings should be instituted for the time being.

8. *Minimum Work Hours*

Demand of bargaining agent: "A minimum of five hours shall be paid for any or all work calls."

I do not recommend any change on this point, the present position to be maintained.

9. *Vacation with Pay*

Demand of bargaining agent: "The vacation with pay clauses to be amended as follows:

After one season's service one week
After two seasons' service two weeks
After ten seasons' service three weeks
After fifteen seasons' service four weeks."

I would recommend that the bargaining agent's demand concerning vacation with pay should be granted as follows:

After one season's service one week
After two seasons' service two weeks
After ten seasons' service three weeks
After fifteen seasons' service four weeks.

10. *Call Hours*

Demand of bargaining agent: "7:00 p.m. to be the last call covering all lower lake ports." I do not recommend that the bargaining agent's demand should be granted in this case.

11. *Pension Fund*

Demand of bargaining agent: "The company's pension plan to be reopened in order to cover all employees within the terms of the existing agreement and a system worked out whereby an employee could recover coverage for his last 13 years of service."

This has turned out to be one of the most important points raised during representations before the Board. Both parties are in agreement that a pension fund should be instituted. However, there are serious differences as to the modality of implementing such a benefit. On the one hand, the bargaining agent demands that the present Canada Steamship Lines pension fund be thrown open to include the employees affected by this dispute. The company's position is that this

is not possible, because it will affect the acquired rights of those who have for many years been members of the presently existing plan.

I would therefore recommend that within a delay of 30 days from the submission of this report, each of the parties shall engage reputable actuarial firms for the purpose of studying the following alternatives:

a) That the present pension plan be extended to the employees affected by this dispute, provided that the acquired rights of those employees who already participate are not affected, or:

b) If, after the submission of the actuarial reports within a further delay of 30 days after that above mentioned, it is found that the throwing open of the present pension plan is not feasible, that a new pension plan be instituted whereby the contributions of the company and the employees will be joint and equal, and on the same basis as those made in accordance with the plan already existing. This plan would be effective and applied as from January 1, 1966.

One of the two above mentioned alternative plans should be implemented, I recommend, by January 1, 1966, after the above mentioned actuarial studies have been submitted and examined.

12. Sick Leave

Demand of the bargaining agent: "The company shall grant to each employee one day sick leave per month, same to be accumulative for a two-year period."

I do not recommend that the bargaining agent's demand be granted.

13. Family Bereavement

Demand of the bargaining agent: "For a bereavement within the direct family, employee shall be granted three days leave with pay."

I do not think that the bargaining agent's demand should be granted.

14. Ocean Freighters

Demand of the bargaining agent: "When ocean freighters are being handled at the CSL docks, the employees shall be paid the same rates as that paid to deep sea employees."

I do not think that the bargaining agent's demand should be granted.

The other demands, such as compensation for injury, new positions or vacancies, temporary transfer, delayed work, piling bag commodities and qualifying periods, the union stated that it was not pressing for the moment. Consequently, I am not giving any consideration to these points.

Respectfully submitted.

Montreal, 30 November 1964.

(Sgd.) R. Barakett,
Chairman.

UNION NOMINEE'S REPORT

The dispute concerned fourteen (14) separate points, and as to whether these points should be included in a collective labour agreement between the parties, to be renewed for an ensuing term.

After having heard the parties, examined the various documents, deliberated with the fellow-members of this Board of Conciliation and Investigation, the undersigned submits the following award.

1. Wage Increase

The bargaining agent sought before this Board that: "Effective April 16, 1964, all rates of pay covering hourly and monthly rated positions shall be increased by 50¢ per hour."

The bargaining agent succeeded in part to prove the justification for a general wage increase. There is no doubt that the following factors should be taken into consideration in recommending a wage increase:

(a) Wage rate comparisons with others doing similar work;

(b) The pattern of increases in industry generally, since the last negotiations between the parties for the already expired term of the collective labour agreement;

(c) The financial position of the employer, including the ability to pay and sustain wage rate increases;

(d) The seasonal nature of the industry which curbs the annual earnings of those represented by the bargaining agent.

Having taken all of the above factors into consideration, and more particularly having examined Exhibit C-2—Annual Report 1963, Canada Steamship Lines—the following is recommended as being part of this award:

(a) 25¢ an hour general increase, retroactive to the expiry date of the last term of the collective labour agreement;

(b) An additional 10¢ an hour general increase effective April 15, 1965;

(c) A further 10¢ an hour general wage increase effective April 15, 1966.

These general wage rate increases amounting to a total of 45¢ an hour shall be applied as indicated above on all rates of pay covering hourly and monthly rated positions.

For this purpose, it is recommended that the parties enter into a three-year agreement, expiring on April 14, 1967. Such a collective labour agreement term can bring about stability in the industry, can take into consideration the fact that one (1) year of the term will have already expired for seasonal purposes, and can permit the necessary 45¢ an hour wage increase to be spread over a three-part period.

2. Night Work

The bargaining agent sought: "Time and one half shall be paid to all employees for work performed after 6:00 p.m.."

This part of the award holds that the bargaining agent has fully sustained its position on "night work" and this condition should be made part of the collective labour agreement for the next term, but without retroactive effect.

3. Sunday Work

The bargaining agent sought: "Double time shall be paid for all work performed on Sundays."

The bargaining agent has fully sustained this demand, and as with the previous point these conditions have become part of a general pattern in industry.

This part of the award holds that Sunday work as demanded by the bargaining agent be included in the collective labour agreement, but without retroactive effect.

4. Saturday Work

The bargaining agent sought: "Time and one half shall be paid for all work performed on Saturdays."

The bargaining agent has sustained this demand before the Board, and this demand as well is in conformity with the general pattern in industry.

This part of the award grants this demand of the bargaining agent, but without retroactive effect.

5. Statutory Holidays

The bargaining agent sought: "Time and one half shall be paid for work performed on statutory holidays."

It is obvious that when a statutory holiday is paid without being worked, an employee is entitled to more than single time, and therefore, to time and one half payment when called upon to work on recognized statutory holidays.

This part of the award grants this demand of the bargaining agent, but without retroactive effect.

6. Work Through Periods

The bargaining agent sought: "All employees required to work through meal periods shall be paid for at the rate of double time until relieved."

This demand as well was sustained by the proof and argument heard, and such demand is granted in this part of the award so that such "double time" shall be paid, based on prevailing rates as they take effect, but without retroactive provision.

7. Guaranteed Pay

The bargaining agent sought: "The company shall initiate a system of guaranteed annual earnings."

The bargaining agent did not sustain sufficiently this demand, for these purposes. How-

ever, because of the complex situation that arises in any system of guaranteed annual earnings, this demand is referred back to the parties for further consideration and negotiation.

8. Minimum Work Hours

The bargaining agent sought: "A minimum of five hours shall be paid for any or all work calls."

It is part of this award that this demand be granted as being the equivalent of one-half ($\frac{1}{2}$) day's pay. True, in many instances the minimum calls for four (4) hours to be paid, but this usually occurs in industries where four (4) hours is the equivalent of one-half ($\frac{1}{2}$) day's pay, due to the established eight (8) hours work day. In this instance, we are dealing with a ten (10) hour work day.

9. Vacation with Pay

The bargaining agent sought: "The vacation with pay clauses to be amended as follows:

After one season's service one week
After two seasons' service two weeks
After ten seasons' service three weeks
After fifteen seasons' service four weeks."

It is this part of the award that the above vacation with pay be granted as being in conformity with the general pattern and trend in industry.

10. Call Hours

The bargaining agent sought: "7.00 p.m. to be the last call covering all lower lake ports."

This demand was fully explained and sustained, and it is this part of the award to grant the demand as made.

11. Pension Fund

The bargaining agent sought: "The company's pension plan to be reopened in order to cover all employees within the terms of the existing agreement and a system worked out whereby an employee could recover coverage for his last thirteen (13) years of service."

It was made abundantly clear before this Board that the company cannot maintain for long a situation where, within the same bargaining unit, there are two classes of employees—some employees are covered in a pension fund and others are not, and the latter are not given the opportunity to become covered.

There is here no intention to apportion or fix the blame for this situation having taken place over a period of past years. Suffice to say that the company is duly bound to treat all employees within an established bargaining unit on the same equitable basis.

It is most urgent, and it is this part of the award that the present pension plan be reopened so that it cover all employees in this

bargaining unit, and that a system be worked out whereby past service can be recovered, up to and including thirteen (13) years of service.

12. Sick Leave

The bargaining agent sought: "The company shall grant to each employee one day sick leave per month, same to be accumulative for a two year period."

The bargaining agent has not sustained this point. The undersigned furthermore remains in doubt as to whether this demand, if granted, would not conflict with the present welfare plan. In any event, because of the benefits now granted under the welfare plan, to grant sick leave as demanded might make the welfare plan an impossibility from an actuarial point of view.

It is this part of the award that this demand not be granted.

13. Family Bereavement

The bargaining agent sought: "For a bereavement within the direct family, employees shall be granted three days leave with pay."

It is obvious that this point is insignificant as a cost item. On the other hand, such a demand, once granted, is of great benefit to the bereaved employee.

It is this part of the award that this demand be granted as being part of the general pattern and tendency in the industry.

14. Ocean Freighters

The bargaining agent sought: "When ocean freighters are being handled at the CSL docks, the employees shall be paid the same rates as that paid to deep sea employees."

The undersigned hereby, rejects this point, having already stated the recommendations for a general wage increase. In fact, employees should be paid for the work performed in industry, and not whether such work is performed for lake freighters or ocean freighters.

In any event, the proof appears to indicate that this matter is somewhat academic because of the infrequency of the occurrence where ocean freighters are being handled by this bargaining unit.

The above constitutes the award as submitted by the undersigned, with appreciation for Mr. Frank H. Hall and those who assisted him in presenting the case for the bargaining agent, and equal appreciation to Mr. William Dunkerley and those who assisted him in presenting the case of the employer. Appreciation is also expressed for the co-operation of my colleagues, Messrs. Barakett and Drouin, in these efforts.

Montreal, November 27, 1964.

(Sgd.) Ph. Cutler,
Member.

COMPANY NOMINEE'S REPORT

As nominee for the company appointed thereat on a Board of Conciliation constituted under the provisions of the Industrial Relations and Disputes Investigation Act in the above captioned matter, I submit the following report:

In the course of a number of hearings, the parties submitted their views, both verbally with supporting exhibits and written submissions.

Following these proceedings, I met with the Chairman, Raymond Barakett, Esq., and Mr. Phil Cutler, nominee of the bargaining agent, but unfortunately these meetings failed to result in reaching a unanimous or majority agreement on the subject matter submitted to us.

Although some 14 separate demands were made by the union, it would appear that the two main points were the ones related to wage increases and the establishment of a pension fund. Though I intended to touch on all 14 points raised before the Board, I deemed it advisable to elaborate to a greater extent and firstly on the demands for wage increases and the pension plan.

1. Wage Increase

For a two-year contract, the union suggested before this Board that: "Effective April 16, 1964, all rates of pay covering hourly and monthly rated positions shall be increased by 50¢ per hour."

In past negotiations and contract renewals, it had been an accepted practice for the parties to recognize for wage increases the pattern set by the railways.

As a matter of fact, when the 1958 contract was being negotiated, the parties had agreed to await the outcome of the Board of Conciliation and Investigation under the chairmanship of Mr. Justice H. F. Thompson. The reservation which was made at the time was to the effect that any increases would be retroactive to the beginning of the navigation season. It is noteworthy that past increases, namely those granted in former contracts, were always somewhat similar to those of the railways. As a case in point, I refer you to a Memorandum of Agreement, filed as exhibit No. 3 and signed by the same parties on July 26, 1963, which provides for an increase of \$0.06 per hour, applicable to the 1963 navigation season.

Furthermore in the same line of thought, I wish to draw your attention to the unanimous award of the Board of Conciliation and Investigation headed by H. Carl Goldenberg, Q.C., as chairman, and submitted to the Minister of Labour on March 3, 1959. Here again, we see that it had been a practice of the parties over a period of years to follow the wage settlement between the railways

and their non-operating employees and for ready reference I quote in part the award as follows:

It has been the practice of the parties over a period of years to follow the wage settlements between the railways and their non-operating employees. The recent railway settlement, signed on November 26th, 1958, provided in effect for an increase of 14¢ per hour, of which 4¢ was to be retroactive to January 1st, 1958, a further 3% to be effective on September 1st, 1958, and 3% to be effective on April 1st, 1959. The Board finds that an increase equal in amount to the last wage increase granted to the non-operating railway employees is warranted but, taking cognizance of the fact that the operation of the Company is seasonal, it finds that the increase should be made effective in two rather than three instalments.

In passing, I must say that the presentation of the Brotherhood's case in that particular instance was made by the same person as in this dispute, Mr. Frank Hall. Of course, the nominee of the Brotherhood concurred in the views expressed in the foregoing.

However, and in spite of this well-established practice, the union chose to use as a basis of its negotiations the Longshoremen's wage schedule, although it knows or must know that the operations, the type of work, the equipment, the competitive factors differ greatly and cannot be compared.

When the hearings were held, no mention was made of a three-year contract and everybody seemed to be discussing terms of a two-year agreement. However, as at the last meeting I had with the chairman and the union nominee it was apparent that both were to make recommendations on the basis of a three-year contract, my recommendations will follow the same pattern and also be made on a similar basis. Of course the extended duration of the contract will necessarily have a bearing on the wage rates I recommend and this obviously must not be considered as a departure from my basic views regarding the pattern set by the railway agreement dated July 17, 1964.

The railway contract provided for a \$0.06 per hour increase from January 1, 1964 and a further increase of \$0.03 an hour as from July 1 of the same year. For the second year, from January 1, 1965 to July 1 of the same year, a 2% increase and a further 3% increase from July 1 to December 31, 1965. To those of the operators who figured out what this meant, as a "package-deal," it would mean an over-all increase of 19.1¢ per hour spread over the above mentioned periods. I repeat that this was for a two-year agreement and that we are now dealing with a possible three-year agreement, which is mentioned in the chairman's and the union's representative reports.

Therefore I would recommend the following increases for a three-year contract, effective from January 1, 1964 to December 31, 1966:

First year: Retroactive to January 1, 1964 to December 31 of the same year, \$0.07½ per hour;

Second year: From January 1 to December 31, 1965, \$.08 per hour;

Third year: \$0.07 per hour.

I suggest that these recommended increases would be in keeping with those granted by the railways, after considering the fact that the \$0.07½ per hour increase would be for the full 1964 year and not broken down into two biannual increases. The same applied for the full increase becoming effective on January 1 for the full year.

As for the third year, I feel that the suggested increase of \$0.07 per hour is fair when we consider the implementation of a pension plan to be contributed to by the company over and above the wage increases.

11. Pension Fund

Demand of bargaining agent: "The company's pension plan to be reopened in order to cover all employees within the terms of the existing agreement and a system worked out whereby an employee could recover coverage for his last 13 years of service."

If we are to accept the Brotherhood's views on this demand, and there is no reason why we should not, it appears that the employees regard the institution of a pension plan as one of their main demands. As worded, the Brotherhood suggests that the Canada Steamship's existing pension plan be reopened in order to cover all employees. This subject was discussed at some length at the hearings and also by the members of the Board among themselves. I for one read the rules, regulations and by-laws of the existing plan and I feel that we can agree at this time that as drafted this plan cannot cover the employees represented by the Brotherhood. It is true that the provisions of this plan provide for amendments which the Company could, theoretically, cause to be enacted should it so desire. However, in practice, there are very serious obstacles to be overcome. For instance, there is a fund of some \$18,000,000 accumulated over a number of years and the employees who have joined the plan several years ago have acquired rights which could hardly be ignored and which it would be unfair to have them share with newcomers.

I must say that owing to the intricacy of this subject, I discussed it with people well-versed in such matters and the views I now express are in keeping with those held by them. I believe that in the course of the conversations I had with the chairman and the repre-

sentative of the Brotherhood on the Board, we were agreed on fact that the plan to be established would be on an equal contributory basis and voluntary. From there we must endeavour to recommend a plan which would be acceptable to the employees in order to have them participate in the largest number possible. Otherwise the plan would defeat its purpose.

For instance, I feel that if we suggested that the employee pay 4% of his wages and the company an equal amount, it would not have sufficient appeal for the employee. In other words, as we are dealing with employees who have never contributed a percentage of their wages toward a pension plan, the 4% rate would probably be considered too high and it would be a minority who would tend to join. I am afraid that the demand of the Brotherhood as worded would prove impractical.

Although at this time I feel that the members of the Board are not equipped, so to speak, to submit any formal and specific recommendations with figures, amounts of pension to be granted, means of recovering, to use the Brotherhood's word, coverage for the employee's last 13 years of service, I nonetheless would be prepared to venture the following recommendations on this subject:

My recommendation would be the following:

A. 4% of the employee's wages would be contributed to the fund, 2% by the employee and 2% by the company, according to a separate plan covering the employees represented by the Brotherhood;

B. The participation to such a plan would be voluntary;

C. This plan would augment the proposed federal or provincial pension plans now under study.

(I understand that the bill establishing the federal plan was tabled some two weeks ago and is now submitted to a Committee of the House. As to the Quebec plan, Mr. Lesage stated, on November 16, that a bill creating a provincial pension plan would be submitted at the next session to be convened in January. I understand that the government plans would be contributory with the employer and the employee paying half of the 3.9%, which it is felt the plans will cost. Of course we are dealing here with tentative figures but nevertheless if the contribution was to be in the neighbourhood of this percentage, it would mean that over and above the suggested company's plan, the employee would be called upon, and this would be compulsory, to contribute an approximately additional 2%. It is obvious that the government plan or plans being compulsory, we could not do likewise in any Company plan.)

D. This plan would be effective and applied as from January 1, 1966. I might note here that the same time limit was set in an agreement between the SIU and the Federation of Shippers. The above time limit is set in order to secure the expert opinion and services of reputable actuarial firms. The above mentioned figures and percentages would be given to such firms and all other necessary data in order that the parties in this dispute have a report in time to implement the plan by January 1, 1966.

E. Both parties would retain the services of their actuaries and would agree to supply the other party with the name or names of the actuaries thus selected within a delay of 60 days after the release of the Board's report. There might be other specific instructions to give to the actuaries, which I am prepared to discuss with the other members of the Board.

2. Night Work

Demand of bargaining agent: "Time and one half shall be paid to all employees for work performed after 6.00 p.m."

On night work, I see no valid reason for increasing the premium of \$0.38 an hour which is now granted. As a matter of fact, the request of the Brotherhood on this subject was not justified by evidence.

3. Sunday Work

Demand of bargaining agent: "Double time shall be paid for all work performed on Sundays." I see no reason in acquiescing to this demand and I submit the same rate of time and one-half should prevail, as in the railway agreement.

4. Saturday Work

Demand of bargaining agent: "Time and one half shall be paid for all work performed on Saturdays."

The company now pays straight time on Saturday morning and time and one half in the afternoon and here again I see no reason to change this rate.

5. Statutory Holidays

Demand of bargaining agent: "Time and one half shall be paid for work performed on statutory holidays."

For the work performed on statutory holidays, the company already pays double time but with the demand as worded, this would mean that the company would pay double time plus one half and on this I cannot agree to recommend the acceptance of this proposal.

6. Work through Periods

Demand of bargaining agent: "All employees required to work through meal periods shall be paid for at the rate of double time until relieved."

At present, employees required to work through meal periods are paid time and one half and this is normal practice in most industries.

7. *Guaranteed Pay*

Demand of bargaining agent: "The company shall initiate a system of guaranteed annual earnings."

The basic principle of this particular demand is absolutely unacceptable for reasons, among others, which were given in my general remarks. Indeed, by guaranteeing annual earnings, this would mean that an employee could derive from another source earnings which would by far exceed wages paid in all other similar industries.

8. *Minimum Work Hours*

Demand of bargaining agent: "A minimum of five hours shall be paid for any or all work calls."

The Brotherhood requires a minimum of five hours for any or all work calls. It is prevalent in the vast majority of industries that a three-hour call is deemed sufficient remuneration.

9. *Vacation with Pay*

Demand of bargaining agent: "The vacation with pay clauses to be amended as follows:

After one season's service	1 week
After two seasons' service	2 weeks
After ten seasons' service	3 weeks
After fifteen seasons' service	4 weeks."

The Brotherhood's demand in this respect exceeds the normal practice in other industries. I feel that the three weeks' paid vacation after 15 seasons' service is in keeping with most plans in existence in other industries.

10. *Call Hours*

Demand of bargaining agent: "7.00 p.m. to be the last call covering all lower lake ports."

It would be readily seen that if this demand were implemented, it could mean that ships could remain idle for a number of hours, thus entailing substantial additional operating cost which added to other demands involving monetary matters would definitely affect and to some extent jeopardize the competitive position of the company in its transportation operations.

12. *Sick Leave*

Demand of bargaining agent: "The company shall grant to each employee one day sick leave per month, same to be accumulative for a two-year period."

I feel that there is no justification in this particular industry to grant one day sick leave per month and still less do I agree to the accumulation of said days of sick leave for a period of two years. In some industries,

particularly those within government jurisdiction or closely related thereto, the practice of granting sick leave has been followed; however I submit that in a highly competitive industry such as that in which the company is engaged, any such tolerance could be conducive to unjustified absenteeism. As a matter of fact, demands of this kind have always been resisted to by employers on valid grounds and most of the time with success.

13. *Compensation for Injury*

Demand of bargaining agent: "Should an employee be injured on the job, management shall pay the difference between time of injury and compensation becoming effective."

When commenting on this particular demand, as on others, our views must always be related to the additional cost involved. I feel that the company's practice of paying the employee up to the end of his shift is fair as we must not overlook the fact that if the injury causes inconvenience to the employee, it also has to a certain extent a disruptive effect on the operations. Furthermore the increases which I suggest should be considered as a "package deal" to improve, if need be, and enhance the well-being of the employee.

14. *Family Bereavement*

Demand of the bargaining agent: "For a bereavement within the direct family, employee shall be granted three days leave with pay."

The same comments as those mentioned in the preceding paragraph should be applied in this matter.

15. *New Positions or Vacancies*

Demand of the bargaining agent: "The bulletin of higher positions to senior employees with ability shall apply at all ports."

I would grant this demand.

16. *Temporary Transfer*

Demand of the bargaining agent: "Employees shall not be temporarily transferred from one port to another at any time without knowledge and consent of lodges concerned."

If we were to recommend that this demand be granted, we would seriously curtail the control that the company should have over its employees. If we did so, it would be tantamount to recognizing that the lodges are as competent or more competent than the employers to decide if and when an employee should be transferred from one port to another. I suggest that complete flexibility in this respect should be left with the company. However, should the Brotherhood or the employee directly affected by such transfer feel that there was undue discrimination in the handling of these transfers, the matter could be dealt with in accordance with the grievance procedure.

17. *Delayed Work*

Demand of the bargaining agent: "Employees shall not be released during normal working hours in order that work be provided for them while waiting arrival of vessels."

18. *Piling Bag Commodities (Sarnia only)*

Demand of the bargaining agent: "Excepting in the case of flour 100 lbs., other bags, viz., maltsprouts, bran of all kinds, or other bulky bags, shall not be piled more than four high."

These demands relate to local conditions and would be applicable to Sarnia only. In view of this, I would suggest that they be the subject of post-award negotiations and eventually be attached to the Agreement as an Addendum. I feel that the evidence has not sufficiently enlightened the Board to permit it to make any specific recommendations. The employees affected by the conditions mentioned in these demands could meet Management representatives and I feel that this would lead to a satisfactory agreement. I would be prepared to suggest a time limit

of sixty days in order that such special agreement be reached.

19. *Qualifying Periods*

Demand of the bargaining agent: "Employees taking higher rated positions or shed jobs shall be allowed thirty days in which to qualify."

I would agree to this demand but would suggest that the delay be 15 days instead of the 30 days mentioned therein.

20. *Ocean Freighters*

Demand of the bargaining agent: "When ocean freighters are being handled at the CSL docks, the employees shall be paid the same rates as that paid to deep sea employees."

As it was proved that the company no longer operates ocean freighters, I see no point in making any recommendations on this subject.

December 2nd, 1964.

(Sgd.) Ross Drouin,
Member.

Report of Board in Dispute between

Quebecair, Inc.

and

International Association of Machinists

A conciliation board made up of Mr. Justice Jules Poisson, chairman, Mr. Jean-Paul Menard, union nominee, and Mr. Denis Germain, M.R.I., company nominee, was established on October 20, 1964, to deal with a dispute between the International Association of Machinists (air hostesses, flight agents and employees of maintenance, traffic and operation services) and Quebecair, Inc., Rimouski, Que.

There were three (3) consecutive presentation sessions under date of November 18, 1964, and consultations on November 21, 25, 27 and 30, 1964.

In presenting evidence, the parties agreed to submit to the conciliation board the following six (6) major points:

1. The 40-hour, 5-day work week, in the operations and traffic department.

2. Voluntary withdrawal from the pension fund.

3. (a) Combined wage scale for ticket agents and reservation clerks.

(b) Readjustment of wage scale for baggagemen.

(c) Readjustment of wage scale in the operations department.

(d) Readjustment of wage scale for cleaners in the maintenance department.

4. General wage increase.

5. Setting-up of a system regulating the number of hours of flight and wages for air hostesses and flight agents.

6. Additional fringe benefits.

As a result of the documents submitted by the parties and of the oral representations

During December, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Quebecair, Inc., Rimouski, Que., and the International Association of Machinists.

The Board was under the chairmanship of His Honour Judge Jules Poisson of Montreal. He was appointed by the Minister in the absence of a joint recommendation from the other two members, Denis Germain and Jean-Paul Menard, both of Montreal, nominees of the company and union, respectively.

The report of the Chairman and Mr. Menard constitutes the report of the Board. The minority report was made by Mr. Germain.

The text of the majority and minority reports is reproduced here.

made by both, and after examination and analysis, we recommend as follows:

1—Operations and Traffic Work Week

1. The six (6) day, forty-two (42) hour week, until February 28, 1965.

2. The six (6) day, forty (40) hour week effective March 1, 1965.

3. Effective March 1, 1965, introduction of the five (5) day, forty (40) hour week at Montreal, Baie Comeau and Rimouski.

4. Gradual introduction of the five (5) day, forty (40) hour week, as operations will allow.

2—Cancellation of Pension Fund for Employees

We recommend the following:

1. Cancellation of pension fund for employees of the bargaining units concerned, effective March 1, 1965.

2. Remittance of contributions to the employees within the limits allowed by the insurance contract between Quebecair and Montreal Life Insurance Co.

3 (a)—Reservation Clerks

The union requested the conciliation board to set up an identical wage scale for reservation clerks and ticket agents.

We recommend that the reservation clerks *on the bases only*, should benefit by a higher wage scale, which should apply as follows, retroactive to March 1, 1964.

0	to	6	months	\$200.00
6	to	12	months	\$220.00
12	to	24	months	\$240.00
Grade		I		\$260.00
Grade		II		\$280.00
Grade		III		\$300.00

We recommend the introduction of a new category in the case of control clerks (P.C.R.) with the following wage scale, retroactive to March 1, 1964.

0	to	6	months	\$200.00
6	to	12	months	\$220.00
12	to	24	months	\$240.00
Grade		I		\$260.00

All these employees, however, will be entitled to the 3-per-cent wage increase, effective March 1, 1964, retroactivity applying to regular hours only, and 5 per cent effective March 1, 1965.

3 (b)—The Board Recommends for Baggage-men

We recommend for baggage-men (traffic) that they benefit by the following wage scale:

Retroactivity to March 1, 1964, applicable to regular hours only.

0	to	6	months	\$200.00
6	to	12	months	\$225.00
12	to	24	months	\$240.00
24	months and over			\$255.00

plus 3 per cent on the above wage scale retroactive to March 1, 1964, applicable to hours of work only; plus a general wage increase of 5 per cent effective March 1, 1965.

3 (c) Assistant Dispatcher

We recommend that the wage scale be readjusted for the following categories of employees, effective March 1, 1964, retroactivity applicable to regular hours, on hours actually worked:

		Assistant	Dispatcher	
0	to	6	months	\$295.00
6	to	12	months	\$310.00
12	to	18	months	\$325.00
18	months and over			\$350.00

Dispatcher

Same wage scale, save for the minimum being raised to \$370.00. These employees, however, will be entitled to the wage increases provided for in operations, that is to say, 3 per cent on the regular hours of work only, retroactive to March 1, 1964, and 5 per cent effective March 1, 1965.

In case of a promotion to Assistant Dispatcher or Dispatcher, the employee will continue to be paid wages he was paid when promoted, and will have to wait the usual time in his new category to benefit by the new wage scale.

3 (d)—Readjustment of Wage Scale for Maintenance Cleaners

We recommend that cleaners (maintenance) benefit by the following wage scale:

Retroactivity to March 1, 1964, on regular hours only.

0	to	6	months	\$225.00
6	to	12	months	\$240.00
12	and over			\$255.00

and a wage increase of 3 per cent, effective March 1, 1964, retroactivity applying to regular hours only, and 5 per cent, effective March 1, 1965.

4—General Wage Increase

We recommend the following general wage increases, save in the above cases:

(a) *Maintenance*: effective March 1, 1964, 3-per-cent retroactive general wage increase on regular hours only. Effective March 1, 1965, general increase of 5 per cent. Shift premium effective on the signing of the present agreement; shift premium of \$0.06 per hour for the afternoon shift and of \$0.09 per hour for the night shift.

(b) *Traffic*: We recommend a general wage increase of 3 per cent effective March 1, 1964, retroactivity applying to regular hours of work only. Effective March 1, 1965, general wage increase of 5 per cent.

5—Air Hostesses

We recommend that:

Retroactive to March 1, 1964, air hostesses benefit by the following wage scale:

0	to	6	months	\$230.00
6	to	12	months	\$245.00
12	to	18	months	\$255.00
18	to	24	months	\$265.00
2 years	—	3	years	\$275.00
3 years	—	4	years	\$290.00
4 years	—	5	years	\$305.00
5 years	—	6	years	\$320.00
6 years	and over			\$335.00

A—Effective March 1, 1965, this wage scale will be increased by 5 per cent.

B—We recommend that the normal number of hours of flight per month be eighty (80). All flight over-time will be paid the *pro rata* rate of the monthly salary divided by the regular number of hours of flight for each air hostess.

6—Additional Fringe Benefits

We recommend that the shift premium of \$0.06 per hour for the afternoon shift and the shift premium of \$0.09 per hour for the night shift be applicable to all employees working on such shifts.

Other Requests

As for the other requests, we make the following recommendations, assuming, however, that an agreement has already been reached concerning the articles of the agreement listed in document U-3 submitted by the union and which do not appear in these instances.

Article	Item
14-1	unchanged
11-01 and 11-03	unchanged
10-11	shift premium granted as already mentioned
12-09	unchanged
Schedule "B"	unchanged
12-03	Three weeks' vacation after 10 years of service, effective March 1, 1965.
11-05	Bereavement leave for death in immediate family, effective as of date the agreement is signed. Weather clothing, to be defined in the employee manual, but granted.
	General increase granted to the "red circle" employees.
10-03	5-day, forty (40) hour work week as specified above.
Schedule "A-1"	Wage increases as specified above.
Schedule "B"	Special allowance schedule, unchanged.

10-11 Shift premium applicable as specified above.

14-01 Six (6) additional days of sick leave per year, unchanged.

11-01 and 11-03 additional statutory holidays and payment, unchanged.

12-09 One (1) week additional vacation, between October 1 and April 1, unchanged.

8-21 Transfer expenses, in compliance with employees handbook.

11-05 Death in the family, granted.

12-03 Three (3) weeks' vacation after 10 years of service, effective March 1, 1965.

10 Work week as specified above.

Schedule "A-3" Wage increases, as specified above.

Schedule "B" Special allowances schedule, unchanged.

10-11 Shift premium as specified above.

14-01 Additional sick leave, unchanged. Taxicab, between midnight and 7 A.M. (air hostesses) granted.

11-01 and 11-03 Additional statutory holidays, unchanged.

12-09 One (1) week additional vacation, between October 1 and April 1, unchanged.

8 Transfer expenses, in compliance with the employees handbook.

Weather clothing, in compliance with employees handbook, definition to be given.

11-05 Bereavement leave for death in the family, effective as of date agreement is signed.

12-03 Three (3) weeks' vacation after 10 years' service, effective March 1, 1965.

Special Requests

17. ARTICLE 10-07 Time and one-half effective as of date agreement is signed.

ARTICLE 10-10 Call-back pay to workers, granted on the condition that the employee has not been requested previously to return before leaving work.

19. ARTICLE 10-11 As specified above.

20-21. ARTICLES 11-01 and 11-02 unchanged.

22. ARTICLE 11-03 to read time and one-half.

23. ARTICLE 11-05 as specified above.

24. ARTICLE 12-03 as specified above.

26. ARTICLE 14-01 unchanged.

We recommend a two (2) year agreement terminating on March 1, 1966.

We have signed in the city of Montreal, on this 30th day of November 1964.

(Sgd.) Jules Poisson,
Chairman.

(Sgd.) Jean-Paul Menard,
Member.

MINORITY REPORT

1. Work Week for Operations and Traffic

After examining the majority report of the conciliation board, I subscribe to all its recommendations except the following, on which I disagree:

1. Six (6) day, forty-two (42) hour work week, until February 28, 1965.

2. Six (6) day, forty (40) hour work week, effective March 1, 1965.

3. Gradual introduction of the five (5) day, forty (40) hour work week, as operations will permit.

On this point, I should be satisfied with the recommendation which a conciliation board made in the dispute between the Pacific Western Airlines and its traffic employees. In my estimation, it would be preferable to stand by the criterion established in the fourth part of the majority recommendation and to leave to the parties the care of judging if these conditions apply or not to the various airbases.

4—General Wage Increase

I am in agreement with the majority report on the general wage increases, save in the following cases:

(A) *Maintenance*: Effective March 1, 1965 general wage increase of 4%, since these employees, on the date this agreement is signed, will benefit by a shift premium of .06 cents per hour for the afternoon shift and of .09 cents per hour for the night shift.

5—Air Hostess and Flight Agent

In order to ensure a minimum of flexibility in cases into which the employer finds it difficult to make a check, such as illness, absence, etc., I recommend the following method for computing overtime:

1—Overtime pay will be granted for hours of flight in excess of 85 hours per month or hours in excess of 240 hours per quarter. These quarters will be established as follows:

from January 1 to March 31

April 1 to June 30

July 1 to September 30

October 1 to December 31

2—Overtime will be paid, if necessary, at the *pro rata* of the monthly salary by the normal number of hours of flight per month.

6—Additional Fringe Benefits

I wish to go on record as objecting to a shift premium for the operations and traffic services employees. For administrative purposes, I believe it would be preferable to grant the employees of these services 1% more than those of the maintenance service who benefit by the shift premium.

10-07A unchanged

10-07B unchanged

11-03 unchanged

And I have signed in the City of Montreal, on this fourth day of December 1964.

(Sgd.) *Denis Germain*, M.R.I.,
Member.

Chief Inspector of Factories

(Continued from page 120)

are not amenable to mechanization and will continue to require muscle power. Fatigue, whether of physical or psychological origin, will result in reduced output and may increase the liability to accidents and disease.

This chapter deals also with the importance of such environmental aspects for the workplace as heating, lighting and ventilation, and with the effects on the worker of posture, seating, food and rest breaks.

Legal Decisions Affecting Labour

Saskatchewan Court of Appeal quashes injunction prohibiting picketing of unleased parts of shopping centre. B.C. Supreme Court upholds two remedial orders of Labour Relations Board

In Saskatchewan, the Court of Appeal quashed an injunction order prohibiting picketing of the unleased portions of a shopping centre on the ground that the injunction was granted in an action in trespass, and that such action could not be maintained since the control by the owner of the shopping centre was not to the exclusion of the rights of other persons such as the tenants and the public in general.

In British Columbia, the Supreme Court (in Chambers) did not find an error of law on the face of the record of two remedial orders made by the Labour Relations Board, and it dismissed a *certiorari* application to quash them. The Court held that, in the application to quash the orders on the ground of error of law on the face of the record, the Court may not look beyond the record itself, namely, the orders complained of, and in particular, the Court may not look at a collective agreement or at any evidence placed before the lower tribunal.

Saskatchewan Court of Appeal . . .

. . . rules invalid an injunction against picketing unleased part of shopping centre

On June 24, 1964, the Saskatchewan Court of Appeal allowed an appeal from the judgment of Chief Justice Bence of the Queen's Bench, who had enjoined picketing on an unleased portion of a shopping centre (L.G., March 1964, p. 218); the Court held that, since possession is an essential element in an action for trespass, and, since the owner of a shopping centre exercised control over the premises but not to the exclusion of other persons, an action for trespass could not be maintained and, since the injunction was improperly founded on trespass, such injunction had to be quashed.

Loblaw Groceteria Co. Ltd. is one of the tenants of the owner of Grosvenor Park Shopping Centre Limited in Saskatoon. The shopping centre consists of 31 separate stores adjacent to which are sidewalks, passageways and a large parking area. These latter are for the use of the customers and other persons wishing to do business with the tenants, as well as for the use by the servants and agents

of the tenants and others whose right to use may arise by or through the right of the owner.

The lease of Loblaw Groceteria Co. Ltd., in addition to the premises, included the sidewalk adjacent to the premises. None of the other leases in the shopping centre covered any area other than the actual premises.

On July 26, 1963, the employees of Loblaw Groceteria went on strike. They were members of the Retail Clerks International Association, Union Local No. 244, and picketed the Loblaw store by persons with placards on the parking area and on the sidewalks adjacent to the store premises. The owner of the shopping centre started action, against the five defendants in their personal capacity and as representatives of the union, for an interim and permanent injunction restraining the defendants and all persons acting on behalf of the local union from trespassing upon the unleased adjacent areas and for damages for such trespass.

Chief Justice Bence granted an interim injunction against picketing on the ground that the members of the union should be restrained from trespassing on the unleased parts of the shopping centre.

The granting of the injunction was appealed by the union on several grounds but the Court of Appeal felt it necessary to consider only two.

The first ground was that the application for injunction should be rejected on the ground that the plaintiff, before commencing the action for an injunction and damages, failed to obtain a representation order pursuant to R. 45 of the Queen's Bench Rules, which could only be obtained by notice to interested parties and by establishing (a) that the persons proposed to be sued represented all others having the same interest in the matter; (b) that the union sought to be sued in the representative action had a trust fund available, if necessary, to satisfy the plaintiff's claim for damages; and (c) that the persons designated as representatives of the union had the management of its affairs and access to the trust fund.

The second ground of appeal considered by the Court was that the judge erred in grant-

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

ing the injunction, or at least in restraining the members of the union from entering upon the property.

Regarding the first ground of appeal, the Court of Appeal rejected the contention that in the case at bar a representative order was necessary to commence the action.

Chief Justice Culliton, who rendered the judgment of the Court of Appeal, described the practice respecting representative actions in Saskatchewan:

Under R.45 a representative action may be commenced for any relief without an order of the Court authorizing the same to be brought; an order is required only when one or more persons seek to defend an action on behalf of others having the same cause or interest. Moreover, in suing a trade union in a representative action where the only relief sought is a declaratory judgment or injunction, it is not necessary to allege or prove the existence of a trust fund. If damages are sought, then the existence of a trust fund must be alleged and proved before a judgment for damages could be enforced. The failure to plead the existence of a trust fund when relief in addition to damages is sought would not be a basis for striking out the entire statement of claim. It is apparent too that the onus rests upon the party alleging that the persons sued represent numerous persons having the same interest in the same cause or matter to prove that fact. Neither the proof of the latter nor the proof of the existence of a trust fund, where applicable, are necessary before the commencement of the representative action.

The Court of Appeal accepted the second ground of appeal and ruled that in the case at bar the action for injunction could not be founded on trespass.

In an action for trespass, the essential element is possession.

Any form of possession, so long as it is clear and exclusive and exercised with the intention to possess, is sufficient to support an action of trespass against a wrongdoer (38 *Halsbury*, 3rd ed., p. 743, par. 1213).

What constitutes possession is a question of fact in each case. In *Lord Advocate v. Lovat* (Lord) (1880) 5 App. Cas. 273, Lord O'Hagan had this to say at p. 288:

As to possession, it must be considered in every case with reference to the peculiar circumstances. The acts, implying possession in one case, may be wholly inadequate to prove it in another. The character and value of the property, the suitable and natural mode of using it, the course of conduct which the proprietor might reasonably be expected to follow with a due regard to his own interests—all these things, greatly varying as they must, under various conditions, are to be taken into account in determining the sufficiency of a possession.

Counsel for the union members in the case at bar argued that the owner of the shopping centre did not have that degree of possession essential to an action in trespass. Chief Justice Culliton accepted this argument. In his opinion, the area upon which it was alleged the union members have trespassed is part of what is well known as a shopping centre. Although legal title to the

area is in the owner, he admitted that he has granted easements to the many tenants.

The evidence established also that the owner has extended an unrestricted invitation to the public to enter upon the premises. The very nature of the operation is one in which the owner, both in his own interests and in the interests of its tenants, could not do otherwise. Under these circumstances, it cannot be said that the owner is in actual possession. The most that can be said is that the owner exercises control over the premises but does not exercise that control to the exclusion of other persons. For that reason, therefore, the owner cannot maintain an action in trespass against the union members. (*Zellers (Western) Ltd. v. Retail Food and Drug Clerks Union, Local 1518* (No. 2) (L.G., April 1964, p. 303))

The fact, however, that the owner cannot maintain an action in trespass, Chief Justice Culliton added, does not mean that it is without remedy if those entering upon the premises engage in unlawful acts or interfere with the rights of the owner or with the rights of others who have an equal right to be there. The remedy would be in nuisance, not in trespass. In the case at bar there was evidence indicating that the union members might have engaged in acts interfering with the rights of the owner and of others lawfully using the premises, resulting in damage to the owner.

The Court had been advised by counsel for the owner that, as the trade dispute between Loblaw Groceteria Co. Ltd. and its employees had been settled, the owner did not intend to proceed further with the action. If it were not for this situation, Chief Justice Culliton would have given consideration to construing the pleadings as an action in nuisance. Under the circumstances, no useful purpose would be served by doing so. As a number of persons, however, had been cited for contempt for failure to comply with the injunction, a judgment respecting the validity of the injunction granted was necessary. As the injunction was improperly founded on trespass, Chief Justice Culliton allowed the appeal and set aside the injunction order. *Grosvenor Park Shopping Centre Limited v. Waloshin et al and Cave and Felstead* (1964) 49 W.W.R., Part 4, p. 237.

British Columbia Supreme Court . . .

. . . in absence of error of law on face of record, upholds Board's remedial orders

On May 5, 1964, Mr. Justice Aikins of the British Columbia Supreme Court, in the absence of error of law on the face of the record, refused an application for *certiorari* to quash the remedial orders (to cease and desist and to rectify wrongful acts) made by the B.C. Labour Relations Board against a trade union.

On March 5, 1964, Celgar Ltd., the employer of workers represented by Pulp and Paper Workers of Canada, Local No. 4, Watson Island, made a complaint to the Labour Relations Board against the union that, contrary to the provisions of Section 5(2) of the Labour Relations Act, the union and the members of that union employed by Celgar Limited at its Prince Rupert Pulp Division had engaged in, supported, encouraged and condoned activity that was intended to, and/or did restrict and limit production.

Pursuant to Section 7 of the Labour Relations Act, the Board inquired into the complaint, and after holding a hearing, issued two orders, each dated April 2, 1964.

The first order stated that, on inquiry, it had been proved to the satisfaction of the Board that the union in question, its members, officers, servants, agents and the employees of Celgar Ltd. had done acts prohibited by Section 5(2) of the Labour Relations Act, in that they had supported, encouraged, condoned, or engaged in activities that were intended to, or did restrict or limit production or services of the company. Therefore, pursuant to Section 7(4) of the Labour Relations Act, the Board ordered the union and its members, officers, agents and the employees of Celgar Ltd. to cease and desist from directing, counselling, advising, encouraging, ordering or instructing any persons not to operate, and not to train in the operation of a certain log fork lift machine, or a certain side jack ladder machine, owned by the company at its Prince Rupert Pulp Division on Watson Island, British Columbia.

The second order of the Board ordered the union to rectify its wrongful acts by posting in a conspicuous place on the premises of the company a notice signed by the President or other responsible officer of the local union stating that, during the term of the joint labour agreement between the union and the company, the company had the exclusive right, without threat or hindrance from the union or any other person, to establish the rates of pay and lines of progression or job categories for the operators of the machines in question, and that the employees of the company had the right to make application for promotion to the aforesaid positions.

The union applied for *certiorari* to quash the orders of the Board.

Mr. Justice Aikins, in dealing with the application, noted that the company's complaint against the union alleged conduct in breach of Section 5(2) of the Labour Relations Act, which provides:

S. 5(2) No trade-union and no person acting on behalf of a trade-union and no employee shall support, encourage, condone, or engage in any activity that is intended to, or does restrict or limit production or services.

The union contended that there was an error in law on the face of the record, and that therefore the two orders should be quashed.

Mr. Justice Aikins treated the two orders of the Board as constituting the record, and said that, in his opinion, counsel for the union, to succeed in the application, must show error in law apparent on the face of the record, treating the two orders and nothing else as being the record. The Board did not give reasons for the orders and no question was raised about the absence of any evidence to support the Board's decision.

Counsel for the union, at one point of the proceeding, submitted that the collective agreement between the parties be examined; but Mr. Justice Aikins refused to do so and ruled that the collective agreement, even assuming that it was put in evidence before the Board, did not form part of the record in the restricted sense of this word in the application at bar.

Counsel for the union argued that at common law an employer may engage an employee, and an employee may engage to work for an employer, on any terms that may be agreed to between them. When an employee has agreed to do a certain kind of work for an employer, the employee is contractually bound to do that work, but he can properly refuse to do work of a kind other than that which he engaged to do. Mr. Justice Aikins accepted these submissions as bare propositions of law.

He noted, however, that it was apparent from the second order that there was a collective agreement, described as a joint labour agreement, between the union and Celgar Ltd. With reference to this fact, he stated that the common law rights and obligations of employer and employees might or might not be modified by the contractual provisions of the collective agreement. But (as the collective agreement was not part of the record under consideration) he could not examine the agreement to find out what provisions it contained, and could not speculate about the terms of employment provided by the collective agreement and make some assumption, and then, taking this assumption and the orders together, find error in law apparent on the face of the record.

Another argument submitted by counsel for the union was based on the provisions of Section 5 of the B.C. Trade-unions Act, which reads:

S. 5. Any act done by two or more members of a trade-union, if done in contemplation or furtherance of a labour dispute, is not actionable unless the act would be wrongful if done without any agreement or combination.

Because it was lawful for individual employees to refuse to do work that they had not engaged to do (in this case working the two machines), it was lawful for the employees acting together to refuse to work the machines.

It was apparent from the orders made by the Board that the Board must have found that the union directed, counselled, advised, encouraged, ordered and/or instructed employees not to operate, or train in the operation of the forklift machine and the jack ladder machine owned by Celgar Ltd., and that the Board had decided that this amounted to a breach of S. 5(2) of the Labour Relations Act. Counsel for the union argued that it appeared on the face of the second order that the Board had found that the employees had the right to apply, or not to apply for a promotion to operate either of the two machines.

The error in law asserted by the union was this: the Board must be taken by its second order not only to have recognized the right of the individual to either apply or not apply to operate one or other of the two machines, but to have found that the individual employee had the right to either agree to operate, or refuse to operate either of the two machines. This being the case, counsel for the union argued that, under S. 5 of the Trade-unions Act, it was not unlawful for the employees, acting together, to refuse to work the two machines. All that the Board could be taken to have found was that the employees, acting together through the union, had refused to operate the machines; that any direction or counselling given to employees was to implement the decision; and that, it being entirely lawful for an individual to refuse to operate either of the two machines, it was therefore entirely lawful (under S. 5 of the Trade-unions Act) for the employees acting together to refuse to operate the machines, and for the union to tell employees not to operate the machines.

It was then argued that S. 5(2) of the Labour Relations Act could not be taken as having modified S. 5 of the Trade-unions Act; and that, therefore, what was lawfully done under S. 5 of the Trade-unions Act could not be unlawful simply because what was done had had the incidental effect of restricting or limiting the production or services of Celgar Ltd.

In dealing with this argument, Mr. Justice Aikins stated that, even assuming the validity of the unions' argument, the two orders that constituted the record did not *ex facie* disclose the error in law for which the union's counsel argued. Even if the Board had recognized (by the words used at the end of the second

order) the right of an employee to apply or refuse to apply for promotion to operate one or other of the two machines, this was not, in his opinion, the same thing at all as a finding by the Board that the employees were free under the terms of their employment to refuse to operate the machines if asked to do so. The position of the employees and of the union in respect to operating the two machines might well depend upon the terms of the collective agreement that was not a part of the record. Further, in the opinion of Mr. Justice Aikins, S. 5 of the Trade-unions Act applied only where the act done by two or more members of a trade union was done in contemplation or furtherance of a labour dispute. There was, however, nothing in either of the two orders under attack that could be taken as a finding on the part of the Board that what was done by the union was done in contemplation or furtherance of a labour dispute.

As to the question of what constituted an error on the face of the award, Mr. Justice Aikins quoted the following from the judgment of Lord Dunedin in *Champsey Bhara & Co. v. Jivraj Balloo Spinning & Weaving Co.* (1923), 92 L.J.P.C. 163 at p. 166:

An error in law on the face of the award means, in their Lordships' view, that you can find in the award or a document actually incorporated therein, as, for instance, a note appended by the arbitrator stating the reasons for his judgment, some legal proposition which is the basis of the award and you can then say that it is erroneous. It does not mean that if in a narrative a reference is made to a contention of one party that opens the door to seeing first what that contention is, and then going to the contract on which the parties' rights depend to see if that contention is sound. Here it is impossible to say, from what is shown on the face of the award, what mistake the arbitrators made.

In view of this statement, Mr. Justice Aikins held that he could not look into the collective agreement for the purpose of seeing whether, reading the collective agreement and the orders together, there was the error of law that the union claimed. On the application before the bar, the union was confined to putting before the Court the orders made by the Board, and if the Court were to consider the collective agreement, it would be looking beyond the face of the record or award for error in law, and this the Court could not do.

The Court dismissed the application for *certiorari* and upheld the cease and desist orders of the Labour Relations Board. *Re Labour Relations Act; Pulp and Paper Workers of Canada, Watson Island, Local No. 4 v. Celgar Limited and the Labour Relations Board of British Columbia* (1964), 48 W.W.R., Part 9, p. 555.

Recent Regulations, Federal and Provincial

Ontario introduces safety rules for the logging industry and three provinces issue new apprenticeship regulations

The federal Government reissued its winter house building incentive program regulations.

In Ontario, the first regulations to be issued under the Loggers' Safety Act, 1962-63 not only lay down general safety rules, but also set out specific requirements for vehicles and machines, which include the provision of prescribed safety devices. In addition, they lay down safety rules for operations such as felling, the loading and unloading of logs, and the transportation of workmen. They also require the operator to take special precautions when loggers are working over water.

New apprenticeship regulations were issued in Ontario, Alberta and Newfoundland. The most extensive changes were in Ontario, where the general apprenticeship regulations were revised and new rules were issued for 11 trades.

Other new regulations dealt with elevating devices under the British Columbia Factories Act.

FEDERAL

Appropriation Act No. 10, 1964

The federal Government's Winter House Building Incentive Program Regulations, 1964-65 (SOR/64-488) were gazetted on December 23.

The regulations set out the conditions under which a person may qualify for the \$500 incentive bonus payable to the owner builder or first purchaser of a house that is substantially built during the winter.

PROVINCIAL

Alberta Apprenticeship Act

In Alberta, the list of apprenticeable trades has been revised. One change is that trades previously designated as a group are now separated into trades as practised. In the revised list, bricklaying and tile setting are designated as separate trades, as are plumbing, steam fitting and gas fitting.

The increasing need for specialists has also been taken into account, and branches of two previously designated trades are now listed as separate trades. The three branches of the electrician trade—construction electrician, power electrician and communication electrician—are now designated as separate trades. The trade of a motor mechanic and the trade of an auto body mechanic are listed in place of the motor vehicle repair trade.

The following other trades are again designated as apprenticeable trades: carpenter, plasterer, sheet metal mechanic, yelder, radio technician, refrigeration mechanic, machinist, millwright, lather, cook, heavy duty mechanic, appliance serviceman, baker, and painter and decorator.

In line with these changes, separate regulations have been issued for the trades of communication electrician, construction electrician, power electrician, plumber and steamfitter.

All of the new trade rules fix a minimum age of 16 for apprentices. No upper age limit is set, but in the communication and power electrician trades and in the plumbing and steamfitting trades, preference will be given to persons under 25 years.

In the three electrical trades, an apprentice must have at least a Grade 10 education, with mathematics 10 or its equivalent. In the plumbing and steamfitting trades, the minimum educational standard is Grade 9 or its equivalent. In the five trades, a person with lower educational qualifications may be accepted with the approval of the Director, if he has been recommended by a local advisory committee and has passed the prescribed examination.

In the revised regulations, the term of apprenticeship is expressed in periods instead of in years, and a minimum number of hours is specified. In all five trades, the term of apprenticeship consists of four periods of 12 months each. Each period is to consist of at least 1,800 hours of employment, including time spent attending prescribed technical courses. In line with the usual practice, time credits may be granted for technical or vocational training or previous experience in the trade.

As before, every apprentice must be paid not less than the prescribed percentage of the prevailing journeyman's wage. In the five trades, the minimum is now 40 per cent of the journeyman's rate during the first period, 50 per cent during the second, 60 per cent during the third and 75 per cent during the fourth.

The revised list of apprenticeable trades (Alta. Reg. 556/64) was gazetted on November 14, and the new trade rules (Alta. Reg. 570/64 to 574/64) were published on November 30.

British Columbia Factories Act

In British Columbia, Sections 1 to 8 of the "Safety Code for Elevators, Dumbwaiters and Escalators" of the Canadian Standards Association (B-44-1960) have been adopted as regulations under the Factories Act, and apply to all such elevating devices installed after January 1, 1965.

In addition, comprehensive regulations for elevating devices have been issued, replacing earlier regulations governing manlifts, freight and passenger elevators, dumbwaiters and moving stairways.

The new regulations, gazetted as B.C. Reg. 216/64 on December 10, apply to all vertical or inclined lifts located in or about a building, and used for raising or lowering passengers or materials, except: belt, bucket, scoop, roller, and similar-type conveyors; portable tiering or piling machines used to move materials to and from storage and operated entirely within one story; equipment for feeding or positioning materials at machine tools, printing-presses, furnaces, etc.; hoists for lowering and raising materials that are provided with unguided hooks, slings, and similar means for attachment to the material; amusement devices; lift bridges; railroad car lifts or dumpers; material hoists and workmen's elevators used in buildings under construction; a lift within the scope of the Metalliferous Mines Regulation Act or Railway Act; lubrication hoists or similar mechanism.

Newfoundland Apprenticeship Act

In Newfoundland, the Provincial Apprenticeship Board has published its third and fourth lists of apprenticeable trades and has issued regulations for the carpenter, joiner, and plumbing and domestic heating trades. Two new company training plans have also been approved.

Designated Trades

The third list of designated trades, which was published on October 27, lists the following as suitable for apprenticeship in mining (beneficiation): automotive mechanic, carpenter, electrician, electronic repairman, machinist, mechanic (field), mechanic (plant), pipefitter, welder.

In the fourth list of designated trades published on November 7, the designation of plumber and domestic heating has replaced that of plumber, which was designated an apprenticeable trade in December 1962. In addition, the trades of motor vehicle repairer, power plant mechanic and welder-iron worker are designated as appropriate for apprenticeship in the mining industry.

Trade Rules

The apprenticeship regulations for the carpenter, joiner, and plumber and domestic heating trades, all set a minimum age of 16 years for apprentices. In the joiner trade, however, preference will be given to applicants who have spent at least six months at a vocational training school. The minimum educational standard is Grade 8 or its equivalent in the carpenter and joiner trades and Grade 9 (Newfoundland) in the plumbing and domestic heating trade.

In the carpenter and joiner trades, the term of apprenticeship is four years or 8,000 hours actually occupied in the trade, whichever is greater, including the probationary period and the required hours of related technical instruction. In the plumbing and domestic heating trade, the term is five years or 10,000 hours, whichever is greater. In all cases, the period may be shortened by the Board on receipt of reports of unusual progress.

During the first year, an apprentice in the carpenter and joiner trades must spend eight weeks attending classes in technical and related instruction. He must spend six weeks the second year, and four weeks in the third and fourth years. In the plumbing and domestic heating trade, the apprentice must attend classes for eight weeks the first year, six weeks the second, third and fourth years, and five weeks the fifth year. In all cases, an apprentice who has been indentured after taking a pre-employment course will not be required to attend full-time classes during the first year of the apprenticeship term.

An apprentice must be paid a specified percentage of the journeyman's rate with increases every period, unless he fails to make satisfactory progress. A period is defined as six months or 1,000 hours actually employed in the trade, whichever is greater. In no case, however, may an apprentice receive less than the rate set in the 1963 minimum wage order or any succeeding order.

In the carpenter trade, the minimum is 50 per cent of the journeyman's rate in the first period, 56 per cent in the second, 62 per cent in the third and 69 per cent in the fourth period. The rate must be increased to 76 per cent in the fifth period, increasing by 6 per cent during the remaining periods to 94 per cent in the eighth period.

In the joiner trade, the minimum for apprentices is 50 per cent of the journeyman's wage during the first period, increasing by 6 per cent in every succeeding period to 92 per cent in the eighth period.

In the plumbing and domestic heating trade, the minimum is 30 per cent during the first and second periods and 35 per cent during the third and fourth periods. The rate is 42½

per cent during the fifth and sixth periods, 55 per cent during the next two periods and 75 per cent in the ninth and tenth periods.

In the three trades, an apprentice who has been granted credits for trade experience or trade training must be paid the wage rate of an apprentice who has completed a similar period of apprenticeship.

In the carpenter trade, the ratio of apprentices to journeymen is one to five, except that an employer may employ an apprentice on any job site where he has one or more journeymen employed.

In the joiner trade, the ratio of apprentices may not exceed one apprentice to the first three journeymen, and after that apprentices may be hired at a ratio of one for every four journeymen after the first three.

The regulations for the plumbing and domestic heating trade provide that every approved shop may have one apprentice to every one journeyman steadily employed.

In the three trades, the hours of apprentices are to be the same as journeymen's, provided they do not exceed eight hours in the day and five days in the week, except for normal overtime and in emergencies as provided for in a collective agreement.

Company Apprenticeship Training Plans

One of the new company training plans applies to Newfoundland Fluorspar Limited and the other to the Iron Ore Company of Canada. In each case, the plan applies throughout the province and covers apprentices in specified trades involved in the maintenance of the company's plant and equipment.

The apprenticeship training plan for Newfoundland Fluorspar Limited covers the following trades in the mining industry: motor vehicle repairer, electrician, maintenance mechanic, machinist, power plant mechanic, welder-iron worker, pipefitter, and carpenter.

The plan for the Iron Ore Company of Canada applies to apprentices in the following trades in the beneficiation sector—ore processing—of the mining industry: automotive mechanic, carpenter, electrician, electronic repairman, machinist, mechanic—field, mechanic—plant, pipefitter, welder.

Ontario Apprenticeship and Tradesmen's Qualification Act

The first regulations to be issued under the Ontario Apprenticeship and Tradesmen's Qualification Act were gazetted on October 24.

Passed at the last session of the Ontario Legislature and proclaimed in force on October 5, the Apprenticeship and Trades-

men's Qualification Act not only updated the apprenticeship legislation but also provided for the introduction of compulsory certification in key trades and for the extension of the voluntary system.

The new regulations set out general rules applicable to any trade for which an apprenticeship training program has been established, as well as special rules for 11 trades. The special rules governing barbering and hair-dressing schools have been revised.

According to press reports, an official of the Department of Labour said that the intent of the new regulations was to make apprenticeship more attractive, to give tradesmen more status in the community and to encourage students to stay in school by making apprenticeship more difficult to get into.

General Apprenticeship Regulations

The new general regulations (O. Reg. 279/64) apply to all trades for which an apprentice training program has been established.

The minimum educational requirement for apprentices is Grade 10 or its equivalent, unless different qualifications are established in the regulations for a particular trade.

Applicants for a certificate of apprenticeship, or a certificate of qualification, may now be granted hourly credits for the successful completion of a course of study or training conducted by a school in Canada supported in whole or part by public money. Time credits may also be granted for previous experience in the trade. Applicants, will however, be required to pass the prescribed tests.

An applicant for a certificate of apprenticeship or qualification who has a certificate of proficiency may be granted a credit for the number of hours specified in the certificate of proficiency.

In all trades, an employer who is himself a journeyman, or who employs one journeyman, is allowed to engage one apprentice. He may have one additional apprentice for every three journeymen employed, unless a different ratio is fixed in the regulations for a particular trade.

As before, every apprentice must be paid a specified percentage of the wage paid to a journeyman employed by the employer in that trade. Unless otherwise prescribed, the minimum is 40 per cent during the first period, increasing by 10 per cent upon successful completion of each period of training and instruction, to 80 per cent during the fifth period.

Where a final examination for a certificate of apprenticeship in a trade has been established as an Interprovincial Standards Examination under the Technical and Vocational Training Assistance Act (Canada), the apprentice will be awarded the appropriate

seal on his certificate, if he obtains more than 69 per cent in the final examination. When a certificate of apprenticeship is obtained before an Interprovincial Standards Examination is established, the holder of the certificate may be awarded the interprovincial seal later if he tries the prescribed examination and obtains more than 69 per cent on the examination.

Provision is made for the issuance of certificates of proficiency in a trade not designated as a certified trade, that is a trade in which a certificate of qualification is not compulsory. A tradesman who has not served a formal apprenticeship may be granted a certificate of proficiency if he supplies documentary evidence of experience in the trade and passes the examination prescribed by the Director.

A certificate of qualification may be issued without examination to the holder of a certificate of apprenticeship under the Act or the predecessor Act.

An Ontario certificate of qualification may also be issued to a person from another province who holds a certificate of apprenticeship that bears an Interprovincial Seal, or to the holder of a subsisting certificate of qualification issued by another province.

Under certain circumstances, a person who does not hold a certificate of apprenticeship may obtain a certificate of qualification. Upon passing the prescribed examination, a certificate of qualification may be granted to an applicant who has graduated from a licensed trade school and has worked as an apprentice in the trade for a specified period. A person who supplies satisfactory evidence of having worked as a journeyman in the trade in Ontario or elsewhere for a period at least equal to the apprenticeship period prescribed for the trade, must also be granted a certificate of qualification, if he passes such tests and examinations as the Director prescribes.

When a certificate of qualification is not renewed or re-issued for more than three consecutive years from the date of its expiry, it will not be re-issued unless the applicant passes the prescribed examination. The Director may, however, waive this rule if the failure to renew was due to illness or other cause beyond the control of the person whose certificate has expired.

Trade Rules

The special trade rules apply to the following trades; barber, bricklayer, carpenter, cook, electrician, hairdresser, motor vehicle repairer, mason, plasterer, air conditioning or refrigeration equipment servicing and installation, and watch repairer. In two of these trades, cook and watch repairer, no formal apprenticeship training plans were previously

in effect, although in March 1963 six watchmakers and three cooks were registered with the Apprenticeship Branch.

Six of the trades—barber, electrician, hairdresser, motor vehicle repairer, air conditioning or refrigeration equipment servicing and installation, and watch repairer—are designated as certified trades; which means that certificates of qualification are compulsory in these trades. In all six trades, an exception is made for a person who becomes an apprentice within three months. Under the Act, tradesmen practising a certified trade at the time of designation are given two years in which to obtain a certificate of qualification.

Certificates of qualification must be renewed annually, the exact expiry date varying with the trade. In the barbering and hairdressing trades, it is now mandatory to submit a medical certificate testifying that the applicant is free from any communicable disease when applying for renewal.

The motor vehicle repairer trade is again divided into three branches—Branch A, the trade of a motor mechanic; Branch B, the trade of a body repairer; and Branch C, the trade of an electrical system repairer and fuel system repairer.

The growing need for specialization has also been taken into account in the electrical trade, which also is now composed of three branches—Branch A, the trade of a construction electrician; Branch B, the trade of a maintenance electrician; and Branch C, the trade of a domestic and rural electrician.

A construction electrician is a person who performs the work of an electrician in the construction, erection, repair, remodelling or alteration of any building used for commercial or industrial purposes, or any multiple dwelling building containing more than six dwellings. A maintenance electrician is one who performs maintenance repairs to electrical equipment used by a manufacturing, industrial or service institution. A domestic and rural electrician is a person who performs the work of an electrician in the construction, erection, repair, remodelling or alteration of houses, multiple dwellings containing six or fewer units, or farm buildings, or who performs maintenance repairs to electrical equipment used in such structures. The regulations stipulate that no person who holds a certificate of apprenticeship or a certificate of qualification in the construction electrician branch of the trade may be granted a corresponding certificate in the trade of a domestic and rural electrician.

The period of apprenticeship is now expressed in terms of periods rather than years, and a minimum number of hours for each period is specified. In the barbering and hairdressing trades, an apprentice training pro-

gram must consist of three periods of 1,800 hours each, but an apprentice who has graduated from a registered barber or hair-dressing school may be allowed a credit of two hours for each hour of instruction completed in the school. An apprentice cook must complete three periods of training and instruction of 2,000 hours each. The term of apprenticeship consists of four periods of 1,600 hours each in the trades of bricklayer, mason and plasterer, and four periods of 1,800 hours in the carpentry and watch repairer trades, and five periods of 1,800 hours each in air conditioning or refrigeration equipment servicing and installation.

In the electrician trade, the term of apprenticeship varies according to the branch. Apprentices in the construction electrician and maintenance electrician branches must complete five periods of 1,800 hours each. An apprentice who holds a Secondary School Graduation Diploma, Electrical General, will, however, be required to complete only four periods of training and instruction. In the domestic and rural electrician branch, the term of apprenticeship is four periods of 1,800 hours each.

In the motor vehicle repairer trade, the term of apprenticeship varies also according to the branch. An apprentice in the motor mechanics branch must complete five periods, and an apprentice in either the body repairer branch or the electrical system repairer and fuel system repairer branch must complete four periods of training and instruction. An apprentice in the motor mechanics branch, or the electrical system repairer and fuel system repairer branch, who holds a Secondary School Graduation Diploma for Auto Mechanics, General, will be required to complete only three periods. In the body repair branch of the trade, the term of apprenticeship will also be reduced to three periods if the apprentice has a Secondary School Graduation Diploma for Auto Mechanics, Body Repair.

The minimum educational requirement for an apprentice bricklayer is Grade 8 or equivalent. In the other trades, apprentices must have Grade 10 or its equivalent, which is the standard set in the general apprenticeship regulations described above.

In seven trades, the ratio of apprentices to journeymen differs from that set in the general regulations. In the cooking trade, the ratio is one to two; in the carpentry, air conditioning or refrigeration equipment servicing and installation, and watch repairer trades, it is one to five; and in the bricklaying, masonry and plastering trades it is one to eight.

Seven of the trade rules also fix minimum wage rates that differ from those set in the general regulations. In the barber trade, the

minimum is 50 per cent of the journeyman's rate during the first period of training and instruction, 70 per cent during the second, and 90 per cent during the third. The percentages are 40, 70 and 90 in the hairdressing trade; and 50, 65 and 80 in the cooking trade. In the carpentry trade, the minimum starting rate for apprentices is 40 per cent of the journeyman's rate, increasing to 50 per cent during the second period, 60 per cent during the third, and 80 per cent during the fourth. In the watch repairer trade, the minimum is 30 per cent of the journeyman's wage during the first period, 40 in the second, 50 in the third and 70 per cent in the fourth.

In the electrician and motor vehicle repairer trades, the rates depend on whether or not the apprentice has been allowed time credits for previous education. In the electrical trade, an apprentice who is serving a normal term of apprenticeship must be paid at least 30 per cent of the journeyman's rate during the first period, with increases to 40 per cent during the second, 50 per cent during the third, 70 per cent during the fourth and 80 per cent during the fifth period. An apprentice in either the construction electrician branch, or the maintenance electrician branch of the trade who is required to complete only four periods of training and instruction must be paid 40 per cent of the journeyman's wage during the first period, 50 per cent during the second, 70 per cent during the third and 80 per cent during the fourth period.

In the motor vehicle repairer trade, the minimum is 50 per cent of the journeyman's rate during the first period, increasing by 10 per cent in each subsequent period to 90 per cent in the fifth period. In the case of an apprentice in any of the three branches of the trade whose term has been reduced to three periods, the percentages are 70, 80 and 90, respectively.

Barber and Hairdressing Schools

The regulations governing barber schools and hairdressing schools, O. Reg. 268/64, and 273/64, have a number of provisions in common.

One provides that no student may be enrolled unless he is at least 16 years of age and has completed Grade 10 or the equivalent. The licensee must also notify the Director and pay the required enrolment fee. In addition, he must file an executed copy of the contract with the Director, together with a doctor's certificate stating that the applicant for enrolment is free from any communicable disease.

The period of training in a barber or hairdressing school must be at least 1,200 hours, unless otherwise approved by the Director. An exception is also made for a person holding a certificate of qualification.

A barber or hairdressing school must employ at least one instructor for each 10 students attending the school. Every instructor must be the holder of a subsisting certificate of qualification in the applicable trade for at least three years and be a graduate of an approved teacher-training course.

Ontario Loggers' Safety Act, 1962-63

The Ontario Loggers' Safety Act, 1962-63, which was designed to ensure safe working conditions in the logging industry, was proclaimed in force effective November 20, 1964, and the first regulations were gazetted on December 12.

The regulations (O. Reg. 317/64) lay down a number of general safety rules, some of which place the onus on the operator of the logging camp and others on the individual logger. They also set out specific requirements for haul roads, power saws, vehicles and machines. There are also special rules governing operations such as felling, skidding, the loading and unloading of logs, and the transportation of workmen. In addition, the regulations require special precautions to be taken when loggers are working over water.

General Rules

Before logging operations are begun, every operator must now file a notice with the local officer, that is with the officer employed in the administrative region or district of the Department of Lands and Forests. Among other details, the operator must give the location of his logging camps, the number of men to be employed and the name of the supervisor in charge of the operation. A further notice must be filed if operations continue beyond the 31 of March next following the date of the original notice.

It is also mandatory for the operator to post on a building used by his loggers, or if there is no such building, in a sheltered place frequented by them, a notice containing the name, address, and telephone number of the local officer.

Every operator must appoint one or more competent persons to act as supervisor or supervisors.

The primary responsibility for seeking that logging camps and work-sites are safe also rests with the operator. He must provide adequate artificial light during darkness, he must see that trails are kept clear of obstructions, that icy pathways within a logging camp are sanded, and that any platform on which a logger stands during the loading of logs has a surface that provides a firm footing for the logger. In addition, the operator must ensure that the provisions of the Mining Act governing the handling, use and storage of explosive materials (Sections 211 to 257) are observed. When in use, cranes, booms, gin

poles and similar equipment must be inspected at least once a day and any defects reported to the operator.

Some responsibility for on-the-job safety also rests with the individual logger. No logger may climb or work under a lodged tree, nor may he leave any equipment or device used in logging in a manner that might endanger his own safety or that of another person. A logger must always wear a safety hat whenever he is working in a place where he might be endangered by flying or falling objects.

Haul Roads

It is the operator's duty to see that every haul road, bridge and log dump is constructed and maintained so as to ensure the safe operation of vehicles. Curbs at least six inches high must be installed on every bridge on a haul road, and there must be by-passes or turnout spaces sufficient to permit vehicles to pass safely. Adequate warning signs must also be erected.

Felling

Specified precautions must be taken with respect to felling operations. The operator must ensure that no person other than the logger doing the work enters the area of felling. Before a live or sound tree is felled, dead, broken or rotted limbs or trees that are a hazard to loggers in the vicinity of the work-site must be felled or lowered safely to the ground, unless moving them would create an even greater hazard.

Certain other safety rules are to be observed by every logger engaged in felling operations. Before starting, a logger must see that all other loggers are clear of danger and when felling a tree, he must give adequate vocal or other warning to other loggers in the vicinity. He may not use a saw for bucking—sawing a felled tree—until all materials and objects are cleared from the travel of the saw.

Power Saws

The responsibility for the safe operation of power saws rests mainly with the individual logger. Every power saw must be maintained in a safe working condition by the logger using it. When starting a power saw, a logger must hold it in the prescribed manner and must never operate it above the level of his shoulders. A safety-type container must be used for fuelling a power saw. The regulations further stipulate that a power saw may not be fuelled when it is at a temperature that might result in ignition of the fuel during or after fuelling. A logger is also required to have a fire extinguisher readily available when operating a power saw.

Skidding and Loading

Subject to the Crown Timber Act and regulations, adequate space must be cleared of snags and trees at a landing, log dump or loading area. When skidding a log—moving it—a logger must not raise the log to a height that might endanger the driver of the vehicle moving the log, or that might cause a vehicle to up-end or overturn. He must always use a chain or cable when skidding a log on a downgrade. A logger may not engage in the loading and unloading of logs unless he has an unobstructed view of the landing and of the vehicle being loaded and unloaded, and he must always stand at one end of the logs.

Vehicles

The owner of a vehicle used in logging must ensure that the controls are located so that the driver has an unobstructed view of any logging operation being performed, and that the vehicle is in good repair and is kept in a safe operating condition.

Vehicles must be provided with the prescribed safety devices. The rear window of the cab of a truck must have a guard adequate to protect the occupants of the cab from a shifting load. Every vehicle equipped to lift a load above the driver's head when he is sitting in the proper seat, and every tractor or other vehicle, except a truck, used to move trees or logs, must have a steel canopy adequate to ensure the driver's protection from falling or flying objects, or his safety if the vehicle overturns. A winch on a vehicle or machine must have a guard adequate to protect the logger operating the vehicle or machine from flying cables, hooks, or other objects.

The operator must ensure that a truck or vehicle used for the hauling of logs is equipped with a substantial bulkhead installed behind the cab. The bulkhead must be at least three inches higher, and six inches wider than the cab, and be so constructed as to be capable of resisting safely any impact or load to which it may be subjected.

The owner of a truck or trailer used for hauling logs, and designed to unload the logs by means of the release of stakes, must ensure that the stakes cannot be released except by a safe tripping device that can be operated only from a safe location.

The regulations also lay down certain operating rules for vehicles used in logging. Only a person authorized by the owner or operator may start or operate a tractor or any other vehicle. No logger may ride on a tractor or similar vehicle except in the seat provided for the purpose. Except in emergencies, not more than two persons may occupy the cab of a truck. Unless acting under the direct orders of the supervisor, a

logger must not remain in the cab of a vehicle while it is being loaded or unloaded. Riding on logs or other materials loaded on a vehicle is also forbidden, unless authorized by the supervisor.

A vehicle must be so loaded and the load so secured that no part becomes dislodged or falls off during transit. A driver must test the brakes immediately before leaving the loading area.

A dump box, bulldozer blade or any other mechanically-operated attachment to a vehicle must be securely blocked when it is elevated for repairs or greasing, and when not in use it must be lowered to a safe rest position. No logger may operate a vehicle on a haul road or work-site during darkness unless the vehicle is carrying in a conspicuous position adequate lighted lamps.

Transportation of Workmen

Special rules apply to vehicles used to transport workmen. The part of a vehicle in which loggers are transported must be enclosed, and must have a sufficient number of seats. It must be provided with adequate and safe interior lighting, as well as adequate and safe heat and ventilation. There must also be a signal device that provides communication between the loggers and the driver. In addition, it must be equipped with racks for tools, and the operator must ensure that the loggers place their tools in these racks.

If a vehicle is transporting workmen, inflammable liquids may not be placed in the enclosed part in which loggers are seated, nor may they be carried on other parts of the vehicle except in safety-type containers.

Machinery

Special precautions must be observed in a machine shop, blacksmith shop, garage or similar shop used in logging that is outside the scope of the Industrial Safety Act, 1964 or the regulations issued under that Act.

The operator is responsible for seeing that machines are provided with the prescribed safety devices. Every power-driven machine must be equipped with a readily accessible emergency stopping device. All exterior moving parts of machinery with which a logger may come in contact must be effectively guarded. Every power-driven grinding wheel, buffing wheel or cutting wheel must be provided with a guard that protects the logger operating the machine from flying particles, and that has an adequate transparent vision panel. In addition, the operator must ensure that a grinding wheel or similar wheel is not operated at a speed in excess of that recommended by the manufacturer.

(Continued on page 184)

Monthly Report on Operation of the Unemployment Insurance Act

On November 30, claimants for unemployment insurance benefit were 30,000 fewer than at same time the year before. Decline from one year earlier occurred entirely among male claimants

Claimants for unemployment insurance benefit on November 30 totalled 274,500, an increase of 60,000 over the October 30 total but 30,000 below the 300,000 recorded on November 29, 1963.

Most of the October-to-November increase occurred among males, who numbered 186,900 on November 30, compared with 138,800 on October 30. But males accounted also for the total decline from November 1963, as the number of female claimants rose slightly.

An increase among male claimants is usual at this time of year. But the proportion of males among the total claimants, 68 per cent on November 30, is lower than the 72 per cent at this date last year.

At the end of November, 3,157 claimants had qualified under the seasonal benefit provisions. Of this number, 2,546 were males and 611 were females. On November 30 the year before, 2,457 males and 588 females had qualified, for a total of 3,045 claimants.

Initial and Renewal Claims

A total of 169,000 initial and renewal claims were filed during November, compared with 120,900 in October and 189,400 in November 1963.

Initial claims, representing new cases of unemployment, accounted for about 90 per cent of the month's increase, compared with 84 per cent of the rise over the same period in 1963.

Initial claims rose to 119,500 in November from 75,100 in October. Renewal claims numbered 49,400 in November, up from 45,800 in October.

Thus the number of initial claims received in November was almost 60 per cent above the October total, whereas for renewal claims the increase was less than 10 per cent. In 1963 these percentages were 60 per cent and 22 per cent.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries during November was estimated at 150,500, compared with 127,300 in October and 189,400 in November 1963.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Benefit payments totalled \$14,600,000 in November, up 14 per cent from \$12,800,000 paid out in October, but down 5 per cent from the November 1963 total of \$15,500,000.

The average weekly payment was \$24.33 for November, \$24.03 for October and \$23.98 for November 1963. Increased average payments for November reflect the higher proportion of male claimants.

Insurance Registrations

On November 30, insurance books or contribution cards had been issued to 4,885,942 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1964.

On the same date, registered employers numbered 341,141, an increase of 366 since October 31.

Enforcement Statistics

During November, 8,901 investigations were conducted by enforcement officers across Canada. Of these, 6,076 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 347 were miscellaneous investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions began in 166 cases*, 66 against employers and 100 against claimants. Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 712*.

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in November totalled \$33,298,238.84, compared with \$31,759,105.34 in October and \$30,336,617.41 in November 1963.

Benefits paid in November totalled \$14,646,798.42, compared with \$12,841,420.06 in October and \$15,467,325.53 in November 1963.

The balance of the fund on November 30 was \$75,402,411.24. On October 31 there was a balance of \$56,750,970.82; on November 30, 1963, a balance of \$56,134,336.10.

* These do not necessarily relate to the investigations conducted during this period.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2417, August 25, 1964

Summary of the Main Facts: The claimant, a tool maker, who had worked for — Company since 1957, lost his employment on March 2, 1964, under the following circumstances:

The employer and the union had a bargaining agreement that was to expire on December 31, 1964. At noon on Monday, March 2, 1964, the hourly rated employees attended an emergency meeting that had been called by an official of the union. The purpose of the meeting was to consider the question of grievance procedure, because the union was not satisfied with the company's processing of an outstanding grievance.

The meeting did not break up at 12.30 p.m., the end of the lunch period, and the employees did not clock back in until 1.20 p.m., thereby being 50 minutes late in returning to work (the lunch period was 12.00 noon to 12.30 p.m.). After working about 10 minutes, or at approximately 1.30 p.m., the employees were told to shut down their machines.

Then 18 of the 21 employees in the bargaining unit were handed their dismissal notices at 2.20 p.m., at which time they were told to clock out. According to the record, this step was taken by the management because it was the second time since the first of the year that such an incident had occurred.

On leaving the plant at 2.20 p.m., the employees set up picket lines at the entrances of the company's premises. The file mentions that the picket lines were set up to protest the action of the employer in dismissing them and also to show their desire to return to work, the employees contending that the employer would not permit their return to work.

The insurance officer disqualified the claimant and suspended benefit from March 2, 1964, on the ground that he had lost his employment by reason of a stoppage of work due to a labour dispute at the premises at which he was employed, said disqualification to remain in effect for as long as the stoppage of work continued (section 63 of the Act).

On March 31, 1964, the following memorandum of settlement was reached between the employer and the union:

1. All employees who were given discharge notices on the 2nd and 3rd days of March 1964 shall be deemed to have been laid off and not discharged and shall be recalled to work effective 8.00 a.m., Thursday, April 2nd, 1964.

2. All other laid off employees on the seniority list shall be recalled when required by the Company in accordance with the provisions

of the Collective Agreement, whether or not they were recalled during the period between March 2nd and March 31st, 1964.

3. The grievances which were pending on March 2nd, 1964, shall be processed to a conclusion normally and in accordance with the Collective Agreement, but any action, application or proceeding instituted by either of the Parties to this memorandum in the Courts or elsewhere after March 2nd, 1964, and up to the date hereof shall be discontinued.

4. The foregoing shall be without prejudice to the Company's rights with respect to the Union or any employee and without prejudice to the rights of the Union or the employees with regard to any matter or thing which arose prior to March 2nd, 1964.

From the decision of the insurance officer, the claimant appealed to a board of referees on April 1, 1964, and stated:

... My appeal is based on the fact that I feel I was unjustly discharged on March 2, 1964, by — Company. I was willing at all times to return to work but was prevented by management from returning to work. I feel that with a proper explanation of the facts, the suspension should be lifted ...

The board of referees, which heard the case on April 28, 1964, were unanimous in allowing the appeal. Their decision reads, in part:

... After considering the facts of the case, the board of referees unanimously agree that the management were in error when they refused to meet the international representative and the union committee on the Friday prior to the meeting and refused to clear up the grievances in accordance with the terms of the present agreement. When the men met on the Monday noon, they were in error in running 50 minutes late in getting back to work but in the unanimous opinion of the board, this meeting would not have taken place and this situation would not have developed had there been reasonable co-operation shown by management.

The board, therefore, unanimously agreed that the claimant did lose his employment by reason of a stoppage of work for which the Company was solely responsible, and to be fired because of being late was too severe a penalty. The board of referees unanimously agreed that the claimant was interested in the dispute and that he belonged to the grade or class of workers that were affected but that he was unjustly fired from the job because of being late for work. ...

From the decision of the board of referees, the insurance officer appealed to the Umpire and said:

In the opinion of the Commission, the board of referees erred in allowing the claimant's appeal from the decision of the insurance officer disqualifying him under section 63 of the Act. ...

This is a test (representative) appeal covering 17 other claimants who lost their employment under the same circumstances, and it is respectfully requested that these 17 other cases be joined with this appeal and that the decision be applied to the other 17 claims ...

The insurance officer's grounds for appeal to the Umpire are:

1. The conclusions of the board of referees make it clear that it was satisfied there was a dispute in which this claimant was interested and that he lost his employment by reason of a stoppage of work. The board did not, however, conclude that the claimant had lost his employment due to a stoppage of work attributable to a labour dispute.

2. There appears to be no disagreement as to the material facts of this case . . . These facts make it clear that the employees were dissatisfied with the grievance procedure and the delay on the part of the employer in processing an outstanding grievance. Manifestation of the dissatisfaction is demonstrated by the employees' failing to resume work until 50 minutes after the normal lunch period. The reaction of the employer was to shut down the operations and hand dismissal notices to the employees. It is submitted that such evidence is ample to establish that a labour dispute existed within the meaning of section 2(j) of the Act and it therefore follows that this claimant lost his employment by reason of a stoppage of work attributable to a labour dispute at the premises at which he was employed. As such, his claim for benefit must be dealt with under section 63(1) of the Act and the onus is then on the claimant to prove entitlement to relief from disqualification under section 63(2) of the Act.

3. The evidence shows that the claimant, a tool maker, is a member of the bargaining unit covered by the collective agreement, that his conditions of work stood to be affected by the outcome of the dispute and that he attended the emergency meeting called by the union which extended some fifty minutes beyond the lunch period. It follows, therefore, that he is unable to prove that he was not directly interested in or participating in the labour dispute which caused the stoppage of work.

4. The board was influenced by the merits of the dispute. It is submitted that under the Unemployment Insurance Act the merits of a labour dispute are irrelevant (CUBs 570, 1142, 2224). The board was also influenced by the action taken by the employer to dismiss the employees. However, the fact that the employer had issued notices of dismissal is not necessarily conclusive evidence of a permanent separation, but is merely an incident occurring during the course of the dispute as part of the employer's strategy. This is a device which is not infrequently used in a labour dispute (CUBs 570, 1514). It is, of course, immaterial whether the stoppage of work was brought about by strike action by the employees or lockout action by the employer (CUBs 891, 1533).

5. It is respectfully submitted that the board of referees' decision should be reversed . . .

The union requested an oral hearing before the Umpire, which was held in Toronto, Ont., on August 4, 1964.

Considerations and Conclusions: The board of referees, in effect, found as a fact, and there is ample evidence to justify such finding, that the claimant had lost his employment by reason of a stoppage of work attributable to a labour dispute at the premises at which he was employed and that he was interested in the dispute inasmuch as he belonged to a grade or class of workers

which stood to be affected by the outcome of that dispute.

Having reached that conclusion, the board of referees was bound in law to maintain the disqualification which had been imposed on the claimant under section 63(1) of the Act, and the board should have done so irrespective of the merits of the dispute and of the fact that the stoppage of work was brought about by the employer's action. As can be seen in the insurance officer's grounds of appeal, there is ample jurisprudence on those points.

In view of the foregoing, I decide to reverse the decision of the board of referees and to allow the insurance officer's appeal.

Decision CUB 2422, Sept. 24, 1964

Summary of the Main Facts: The claimant, registered as a typist, made an initial claim for benefit on 15 August 1963, effective 11 August 1963, stating that her last employment had been from April 1963 to 19 July 1963. At the time of her claim, she indicated that she was available for work only in the area bordered by Bathurst, Dufferin and Lawrence Streets, and between the hours of 9 a.m. and 3.30 p.m., stating "these are the hours I worked here previously. I worked for — mainly the same hours, places close to home." The local office commented that opportunities of employment were limited in view of the claimant's restrictions.

The claim was allowed on the ground that the claimant should be given a reasonable period of time in which to seek other employment, under her restricted conditions, as she had previously worked under these conditions.

Her regular benefit period terminated when she exhausted her entitlement in week commencing 26 January 1964, and a seasonal benefit period was established effective 2 February 1964, on a continuing initial claim (form 529A) which she filed on 16 March 1964.

In the course of her claim, she drew full benefit regularly until the week commencing 5 January 1964, as she reported no employment and no earnings affecting her entitlement.

Her weekly reports on her claim showed some temporary work in the weeks commencing 5 January 1964, for \$48.00, 12 January 1964, for \$10.50, 16 February 1964, for \$31.00 and 23 February 1964, for \$31.00. It was only during the week commencing 5 April 1964 that she apparently started to work in employment of a continuing nature, as she reported earnings of \$10.00 for that week and earnings of about \$48.00 for the succeeding weeks.

During an interview at the local office to verify the extent of her current availability, she declared on 9 March 1964 that she was able to work in the area north of Lawrence Street to Finch Street and from Yonge Street to Dufferin Street, at the hours of 9 to 3.30 or 4. The comments of the local office were that opportunities for employment were limited due to her restrictions. Her benefit was stopped from week commencing 8 March 1964, and her claim was submitted to the insurance officer for determination of her continued entitlement.

The insurance officer declared that she was disqualified for failure to prove availability for work because of her restrictions regarding area and hours of work.

The insurance officer's letter of 1 April 1964, notified her that this disqualification was effective from 2 February 1964, the effective date of the continuing initial claim she had filed on 16 March 1964, but a further letter dated 16 April 1964 amended the date of the commencement of the disqualification to 8 March 1964, as the claimant had already been paid benefit for the weeks preceding 8 March and her claim had been submitted to the insurance officer, by the local office, on the availability question, only from 8 March 1964.

On April 3, 1964, the claimant appealed to a board of referees on the following grounds:

... On my numerous visits to the Employment Office I mentioned the travelling time it took from my home to downtown, approx. 1½ hours. I was never told I must take a job in the downtown area or I'll be disqualified. I was shocked to receive a letter saying I was disqualified on those grounds. Also on the matter of hours, they asked me and I told them I would prefer 9-3.30-4. No one said you must work other hours or I'll be disqualified on these grounds. I think it was unfair to suddenly be disqualified. I was never offered a job downtown or given other hours ...

On April 10, 1964, the employment officer of the local office commented: "At this time we do not have part-time employment to offer in the area desired."

The claimant was not present at the hearing of her case by the board of referees on May 4, 1964, nor was she represented. The majority of the board dismissed the appeal.

The dissenting member expressed the opinion that the evidence regarding the claimant's availability "was based on certain leading questions" which should not have been asked by the placement officer because such questions placed the claimant "in a position for possible disqualification." The dissenting member added: "It is therefore obvious that there has been no proven unavailability for work, but there has been preference asked for and received by the Placement Officer ..."

On May 16, the claimant appealed to the Umpire.

In his statement of observations, the Chief of the Adjudication Division of the Commission commented:

... By stating that "there has been no proven unavailability for work" the dissenting opinion expressed by one member of the board of referees appears to reverse the burden of proof of availability which the Act specifically places upon the claimant in section 54. The dissenting opinion also appears to blame the local office for asking the claimant to state the area and hours she wanted. The local office has a duty to verify from time to time the extent of the claimant's availability, as demonstrated by the conditions under which she sincerely desires and seeks to obtain employment.

It is submitted that the claimant was given much more than a reasonable time to explore the possibilities of the labour market for employment to her liking and under the restricted conditions which she desired. During the period of about eight months prior to 8 March 1964, that she was allegedly looking for employment under these conditions, she was unable to obtain such desired employment for more than on a very casual or temporary basis, such as about one week and one day in January 1964 and two part weeks in February 1964 ...

Considerations and Conclusions: Section 54(2)(a) of the Act places on a claimant the onus of proving that he is available for work on "every day" for which he is claiming benefit.

The instant claimant was registered for employment as a typist and it would seem that if, in a city the size of Toronto, the said claimant was for such a long period of time unable to find steady work in that occupation, it must, in absence of evidence to the contrary, be attributed to the restricted conditions under which she allegedly wished to work.

In view of the foregoing, I decide to confirm the majority decision of the board of referees and dismiss the claimant's appeal.

Monthly Report of Placement Operations of the National Employment Service

Placements reported during December reach highest total for that month since 1942. Cumulative total for year, almost one million and a quarter, was second highest of postwar years

Placements reported by local offices of the National Employment Service during December 1964 numbered 117,200. This was the highest total for that month since 1942, and 11.7 per cent above the number last December. It was also 27.7 per cent above the average for December during the previous five years.

Regional distribuion of the month's placements, with percentage change from December 1963:

Atlantic	9,000	+ 7.3
Quebec	38,500	+18.5
Ontario	35,300	+ 5.2
Prairie	20,800	+11.4
Pacific	13,600	+15.1
Canada	117,200*	+11.7

Regular placements, i.e., in employment with a duration of more than six working days, numbered 91,700 in December and accounted for most of the increase over the previous year. Of December's placements, 78.3 per cent were the "regular" category, compared with 77.7 in the same month in 1963. This continued a trend that existed through most of 1964.

Placements for Year

Placements for the year approached the million and a quarter mark. The total of 1,241,100 was 5.3 per cent above the number reported in 1963 and was the second highest of the postwar years.

Male placements during December amounted to 76,500, which was 16.0 per cent above the figure for December a year ago. This increased demand for male workers was apparent in all regions, but was most marked in Quebec.

During the 12 months of 1964 a total of 845,700 males were placed in employment by the NES. This was 7.0 per cent higher

than the figure reached in 1963. All regions exceeded the level of the previous year.

Placements of women numbered 40,700 in December, a 4.5-per-cent increase over the December 1963 total. All regions except Quebec reported increases in the number of women placed, and in that region the decrease was minor and reflected a slightly lower demand for casual workers.

More than 395,000 female placements were made during 1964; this was 2.0 per cent above the total in 1963.

In December, 2,900 placements involved the movement of workers from one area to another. This was almost 200 more than in December of last year but as a proportion of all placements was slightly below the year-earlier figure. Movements of workers were preponderantly in the Ontario and Quebec Regions: Ontario recorded half the monthly transfers and the Quebec Region just under 30 per cent.

The cumulative total of such transfers during 1964 numbered 57,300, compared with 62,300 in 1963, and only in the Pacific Region was the number greater than last year.

Vacancies

Some 118,900 vacancies were notified by employers to NES offices during December, an increase of 11.2 per cent over the number in December a year ago and a figure 25.6 per cent above the December average for the last five years. Vacancies for men, at 77,500, accounted for the greater part of the increase and reflected a stronger demand for male labour in all regions. Requirements for female workers were higher in all regions except the Atlantic, where vacancies were almost 4 per cent lower than in December of last year.

Vacancies notified during 1964 reached a total of 1,560,800, the greatest number since the end of World War II. All regions reported year-to-year increases and the national total rose 7.9 per cent over the number notified in 1963.

* Imbalances in national cumulative and monthly totals are due to rounding.

WAGE SCHEDULES

Wage Schedules Prepared and Contracts Awarded in December

Works of Construction, Remodelling, Repair or Demolition

During December, the Department of Labour prepared 180 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 195 contracts in these categories was awarded. Particulars of these contracts appear below. In addition, 146 contracts not listed in this report, which contained the General Fair Wages Clause, were awarded by Central Mortgage and Housing Corporation and the Defence Production, Public Works and Transport Departments.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in December for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production	123	\$689,817.00
Post Office	17	609,509.40
Public Works	6	56,822.22
Royal Canadian Mounted Police	3	164,627.50
Transport	1	6,200.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Labour Standards Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made in December

During December, the sum of \$18,760.76 was collected from 12 contractors for wage arrears due to their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 554 workers concerned.

Contracts Containing Fair Wage Schedules Awarded in December

DEPARTMENT OF AGRICULTURE

Lennoxville Que: Lord & Burnham Co Ltd, supply & erection of additions to greenhouses, research station. *Ottawa Ont:* Coady Construction Ltd, erection of prefabricated metal storage bldg for plant research institute.

ATOMIC ENERGY OF CANADA LIMITED

Chalk River Ont: Frankel Structural Steel Ltd, erection of structural steel & steel roof deck, Bldg 457; Wm Bielecki, masonry work, Bldg 457.

CENTRAL MORTGAGE AND HOUSING CORPORATION

Montreal Que: G A Legault, installation of garbage storage rooms, Villeray Terrasse; Lakeside Construction Co, replacement of stair hall windows, Villeray Terrasse; C Howard Simpkin Ltd, installation of electrical heating, Le Domaine; Deschenes & Perreault, insulation & finishing of basement area, Le Domaine. *Montreal Area Que:* Vallieres & Cusson Enrg, interior painting of apts, Benny Farm; Vallieres & Cusson Enrg, interior painting of apts, St George Gardens & Place Gouin; Vallieres & Cusson Enrg, interior painting of apts, Terrace Montenach & Place St Louis; Vallieres & Cusson Enrg, interior painting of apts, Le Domaine & Pavillon Mercier; Vallieres & Cusson Enrg, interior painting of apts, Jardins Bellerive; Tousignant Decorator Co, interior painting of apts, Cloverdale Park; Tousignant Decorator Co, interior painting of apts, Park Royal; Tousignant Decorator Co, interior painting of apts, Terrasse Belleville; Tousignant Decorator Co, interior painting of apts, Blvd Pie IX, Rosemount & Terrasse St Michel; Tousignant Decorator Co, interior painting of apts, Delmar Court; Gerard Ledoux Enrg, interior painting of apts, Villeray Terrasse & Ville d'Anjou. *Pierrefonds Que:* Jos Vincent, installation of laundry facilities, Cloverdale Park. *Vancouver B C:* B A Blacktop, site improvement & planting, HECL "A" Vancouver Terraces.

In addition, this Corporation awarded 60 contracts containing the General Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Abitibi Indian Agency Que: Labreche & Freres Inc, reroofing & additions to Obedjiwan day school. *Oka Indian Agency Que:* Henri Cousineau & Fils Inc, construction of community wells, reserve. *Blackfoot Indian Agency Alta:* Campbell P Evans, construction of road, reserve. *Edmonton Indian Agency Alta:* Albrecht Construction Ltd, construction of road & supply & installation of culverts, Alexander reserve; G C McLeod & Co Ltd, construction of roads, sewage & water facilities, Stoney Plain Reserve 135. *Yukon Indian Agency Y T:* Moore & Co Ltd, lighting improvements, Carcross residential school.

DEFENCE CONSTRUCTION (1951) LIMITED

Melville Nfld: J W Lindsay Construction Co Ltd, construction of dormitory. *Cornwallis N S:* Willis Trimper, replacement of electrical services to married quarters, HMCS Cornwallis. *Dartmouth N S:* Cambrian Construction Ltd, construction of workshop addition to hangar 3, RCN Air Station *Shearwater*. *Greenwood N S:* Planned Renovators Ltd, interior painting of married quarters, RCAF Station. *Halifax N S:* Blunden Supplies Ltd, interior alterations to Bldg D17, HMC Dockyard. *Shearwater N S:* Banfield & Miles Ltd, interior painting of married quarters, RCN Air Station. *Camp Gagetown N B:* Maritime Insulation Ltd, acoustic treatment of drill hall; Planned Renovators Ltd, interior painting of bldgs: S R Shears & Sons Ltd, interior painting of married quarters. *Chatham N B:*

Byron MacDonald, interior painting of married quarters, RCAF Station. *Moisie Que*: AlSCO Distributors of Eastern Ontario Ltd, supply & installation of metal windows, RCAF Station. *St Hubert Que*: Conrad-Rawlinson Ltd, interior painting of married quarters, RCAF Station. *Downsview (Toronto) Ont*: Gardiner-Wighton Ltd, construction of an extension to DRML Bldg 1. *Petawawa Ont*: Boldt Electric Co Ltd, rewiring bldgs in camp. *Rockcliffe Ont*: Art Gaudreau Ltd, interior painting of married quarters, RCAF Station. *Toronto Ont*: John T Russell Electric Ltd, rewiring Bldg 3. *Trenton Ont*: AlSCO Distributors of Eastern Ontario Ltd, supply & installation of metal windows, RCAF Station; Miron-Wiggers Construction Ltd, replacement & refinishing of floors, Bldg 38, RCAF Station. *Shilo Man*: Nu-Way Decorating Co, interior painting of camp bldgs. *Winnipeg Man*: Hay Decorating Co Ltd, interior painting of married quarters, Fort Osborne barracks. *Regina Sask*: Sun Electric Ltd, rewiring & relighting armoury & garage. *Ralston Alta*: LBN Drilling Co Ltd, drilling gas wells, etc.

DEPARTMENT OF DEFENCE PRODUCTION

Aldershot N S: Wylie P Hazelwood Ltd, interior painting of bldgs, camp. *Cornwallis N S*: Bay Crest Ltd, supply & erection of prefabricated steel bldg & installation of diesel generator set, Bldg 72, HMCS *Cornwallis*; Wylie P Hazelwood Ltd, interior painting of married quarters, HMCS *Cornwallis*. *Greenwood N S*: Valley Plumbing & Heating Ltd, supply & installation of air compressor, Hangar 9. *Halifax N S*: James F Lahey Ltd, interior painting of bldgs, HMC Dockyard. *Campbellton N B*: Alfred La Violette, renovations & painting of armoury. *Montreal Que*: Air Cooling Corp, installation of air conditioning system, electrical & plumbing work, Works Coy 4, RCE. *Cornwall Ont*: Warren Bros, interior painting of armoury. *Downsview Ont*: Lux Painting Co, interior painting of married quarters, RCAF Station. *Kingston Ont*: Amherst Painting & Decorating, interior repainting of armoury; Joice-Sweanor Electric Ltd, installation of centralized alarm system, Canadian forces hospital. *Lakeview Ont*: Conrad-Rawlinson Ltd, interior cleaning & painting of warehouses, Regional Ordnance Depot 15. *Pembroke Ont*: Edward Biederman, interior painting of Armoury. *Timmins Ont*: Latour Painting & Tile Ltd, interior washing of walls, ceilings, etc, Armoury. *Toronto Ont*: W G Price, replacement of stoker in boiler 1, Personnel Depot 6, Sunnybrook Park. *Gimli Man*: Stan's Painting & Decorating, interior painting of barrack blocks & quarters, RCAF Station; Gimli Construction Co Ltd, replacement of door channels & concrete apron approaches to hangars 1 & 2, RCAF Station. *Regina Sask*: Smith Bros & Wilson Ltd, roofing & miscellaneous carpentry, Bldg R19; Hilsden & Co (1963) Ltd, demolition & removal of roof & supply & installation of room trusses, Bldg R19. *Wainwright Alta*: Alphs' Decorating Ltd, interior painting of Bldg 52, camp. *Comox B C*: J H McRae Co Ltd, installation of nine poles with guys, etc, tower 2, RCAF Station. *Esquimalt B C*: Mawson Gage Ltd, replacement of light fixtures, Bldg 215, HMC Dockyard. *Victoria B C*: Luney Bros & Hamilton Ltd, construction of Laboratory Bldg 4, Royal Roads.

In addition, this Department awarded 46 contracts containing the General Fair Wages Clause.

NATIONAL HARBOURS BOARD

Montreal Que: Nivose Ltd, construction of refrigeration plant for cold storage warehouse, Section 23. *Vancouver B C*: Burns & Dutton Construction (1962) Ltd, construction of vehicular bridges between upper floors, Ballantyne Pier sheds.

DEPARTMENT OF PUBLIC WORKS

Blackhead Nfld: Saunders Howell & Co Ltd, wharf repairs. *Bloomfield Nfld*: H Drover & Co Ltd, construction of post office bldg. *Burgeo Nfld*: Saunders Howell & Co Ltd, construction of federal bldg. *Clarenceville Nfld*: Diamond Construction (1961) Ltd, construction of marine dry dock facility, side transfer & fitting-out wharf. *Conche Nfld*: H V Randell Ltd, construction of post office bldg. *Green's Harbour Nfld*: Saunders Howell & Co Ltd, wharf repairs. *Heart's Delight Nfld*: Eleazer Crocker, construction of post office bldg. *Hermitage Nfld*: H V Randell Ltd, construction of post office bldg. *Lethbridge Nfld*: Bloomfield Building Supplies, construction of post office bldg. *Little Harbour Nfld*: Benson Builders Co Ltd, wharf repairs. *Lower Island Cove Nfld*: Canning & Butler, construction of post office bldg. *Lumsden South Nfld*: Beaton Abbott, slipway extension. *New Harbour Nfld*: Eleazer Crocker, wharf repairs. *Placentia Nfld*: Power Construction Ltd, wharf repairs. *Point Rosie Nfld*: Kevin Power, construction of fishermen's wharf. *Pouch Cove Nfld*: Canning & Butler, construction of post office bldg. *Recontre West Nfld*: Roberts Bros, wharf extension; Power Construction Ltd, wharf reconstruction. *St John's Nfld*: Stott Aluminum Corp, supply & installation of aluminum storm windows, Bldgs 301, 302, 303, 306 & 102. *St Joseph's Nfld*: Glen Construction Co Ltd, construction of protection work. *Sop's Arm Nfld*: Guy Eveleigh,

improvements (wharf). *Machon's Point P E I*: Norman N MacLean, construction of landing. *Miscouche P E I*: Fitzgerald & Snow Bldg Contractors Ltd, construction of post office bldg. *North Rustico P E I*: MacLeod Bros, construction of post office bldg. *St. Peter's Bay P E I*: Town & Country Construction, construction of post office bldg. *Summerside P E I*: Square K Construction Co Ltd, industrial park development (water & sewer services). *Brooklyn N S*: Acadia Construction Ltd, breakwater repairs. *Caledonia N S*: Mosher & Rawding Ltd, extension to post office bldg. *Cheticamp Beach N S*: Colin R MacDonald Ltd, wharf construction. *Crescent Beach N S*: Mosher & Rawding Ltd, beach protection repairs. *Englishtown N S*: McIsaac, McIsaac & McLennan, construction of post office bldg. *Halifax N S*: John E Mahar & Son Co Ltd, installation of fire alarm system, federal bldg; James F Lahey Ltd, interior painting of federal bldg. *Hunt's Point N S*: Mosher & Rawding Ltd, breakwater repairs. *Little Brook N S*: Austin Cottreau, construction of post office bldg. *Marion Bridge N S*: Leonard Construction Co Ltd, construction of post office bldg. *Plympton N S*: B A Alcorn, construction of post office bldg. *Saultnierville N S*: Austin Cottreau, construction of post office bldg. *West Berlin N S*: Acadia Construction Ltd, breakwater repairs. *Weymouth N S*: Belliveau Supplies Co-Op Ltd, alterations & addition to post office bldg. *Wine Harbour N S*: Colin R MacDonald Ltd, breakwater improvements. *Apoahqui N B*: Fowler Bros Bldg Contractors Ltd, construction of post office bldg. *Back Bay N B*: Fundy Contractors Ltd, construction of post office bldg. *Balmoral N B*: L D Dimock Co Ltd, construction of post office bldg. *Belleisle Creek N B*: Fowler Bros Bldg Contractors Ltd, construction of post office bldg. *Douglstown N B*: Connolly Construction Ltd, construction of post office bldg. *Hopewell Cape N B*: MacPherson Builders Ltd, construction of post office bldg. *Leonardville N B*: Price Construction (1964) Ltd, wharf repairs. *Loggieville N B*: Connolly Construction Ltd, construction of post office bldg. *Nash Creek N B*: L D Dimock Co Ltd, construction of post office bldg. *Petit Rocher N B*: Connolly Construction Ltd, construction of post office bldg. *Richibucto Village N B*: Price Construction (1964) Ltd, wharf repairs. *Robertville N B*: Connolly Construction Ltd, construction of post office bldg. *Sackville N B*: J Heber Brown Ltd, extension to animal pathology laboratory for Dept of Agriculture. *St Francois de Madawaska N B*: O'Neil Pelletier, construction of post office bldg. *St Joseph N B*: MacPherson Builders Ltd, construction of post office bldg. *Shippegan N B*: Connolly Construction Ltd, installation of pipelines (industrial water supply). *Upper Kent N B*: Clumac Construction Ltd, construction of post office bldg. *White Head N B*: Morse & Fletcher, construction of post office bldg. *Alma Que*: Girard & Freres Enrg, interior transformations to federal bldg. *Batiscan Que*: Clement Dessureault, construction of post office bldg. *Grindstone Que*: J W Delaney Ltd, construction of laboratory & office for the Dept of Fisheries. *Hull Que*: Russ Wilson Co Ltd, alterations to incinerator & treatment tank, animal diseases research institute. *Lac Coulonge (Davidson) Que*: Charest Construction Co Ltd, wharf construction. *L'Annonciation Que*: Les Constructions Mercure Enrg, construction of post office bldg. *Montreal Que*: Leonard J Weber Construction Co, addition & alteration to postal station Cote St Luc; J J Shea Ltd, alterations to customs & excise bldg; Forestel Industries Ltd, construction of ice control structure—Section 2, floating stop logs—Canadian Universal & International Exhibition. *Neuville Que*: D Gauvin Inc, construction of post office bldg. *Sabrevois Que*: O Coupal Inc, construction of post office bldg. *Ste Anne des Plaines Que*: Desjardins Asphalte Ltee, preliminary construction of road (Phase 1), penitentiary. *St Donat de Rimouski Que*: J Thomas Paradis, construction of post office bldg. *St Joseph de la Rive Que*: Esdras Boivin, construction of protection wall. *Stornoway Que*: Florent Rancourt, construction of post office bldg. *Arnprior Ont*: M Sullivan & Son Ltd, demolition of various bldgs, Civil Defence College. *Belle River Ont*: Ben Bruinsma & Sons Ltd, construction of post office bldg. *Campbelltown Ont*: Stellmar Contracting Co Ltd, wharf construction. *Little Current Ont*: P Harper & Co, wharf repairs. *Manitowaning Ont*: Nipissing Construction Co Ltd, construction of tourist wharf. *Ottawa Ont*: Normand Farquharson Ltd, installation of temporary plant for supply of steam to the Roxborough apts; Coady Construction Ltd, general alterations, RCMP headquarters bldg; Rowe Bros & Co (Canada) Ltd, alterations to metal partitioning, Dept of Finance Annex, Tunney's Pasture; Canadian Comstock Co Ltd, supply & installation of absorption machine for central heating plant, Confederation Heights; Coady Construction Ltd, installation of post office counter, cupboards & glazed screens, Centre Block, Parliament Bldgs; Que Window & Interior Cleaning Co Ltd (interior cleaning, Dept of Veterans Affairs & National Film Board bldg, Tunney's Pasture; Palmer-Levitan Ltd, demolition of Woods & Canadian Bldgs; J H Lock & Sons Ltd, refrigeration modifications, arctic room, Forest products Laboratory, Montreal road; A G Reed Ltd, supply & installation of buzzer system, Brooke Claxton Bldg, Tunney's Pasture. *Perch Creek Ont*: George L Dillon Construction Ltd, wall reconstruction. *Pointe au Baril Ont*: Carman Emery, wharf reconstruction. *Point Pelee Ont*: Dean Construction Co Ltd, construction of water level gauge station. *Richards Landing Ont*: Nipissing Construction Co Ltd, wharf repairs. *St Catharines Ont*: Antici Construction

Co Ltd, dredging, Henley regatta course (Phase 1), berm construction. *Toronto Ont*: Rapistan (Canada) Ltd, installation of mail handling conveyor, Postal Terminal A; Kamrus Construction Ltd, alterations to UIC bldg; Kamrus Construction Ltd, alterations to Arthur Meighen Bldg for Dept of National Health & Welfare. *Sifton Man*: Freiheit Construction Ltd, construction of post office bldg. *Big River Sask*: Little-Borland Construction Ltd, construction of federal bldg. *Eastend Sask*: Swift Construction Co Ltd, construction of federal bldg. *Eatonia Sask*: Knutson Construction Co Ltd, construction of post office bldg. *Kinistino Sask*: Shoquist Construction Ltd, construction of federal bldg. *Morse Sask*: Swift Construction Co Ltd, construction of post office bldg. *Quill Lake Sask*: Holterman Construction, construction of post office bldg. *Raymore Sask*: Holterman Construction, construction of post office bldg. *Sylvan Lake Alta*: Byrnes & Hall Construction Ltd, wharf repairs. *Lund B C*: Pacific Piledriving Co Ltd, breakwater replacement. *Vancouver B C*: Cain Truscott Contractors Ltd, construction of prover tank storage bldg. *Victoria B C*: H E Fowler & Sons Ltd, freight shed alterations, Ogden Point; Hume & Rumble Ltd, installation of fire alarm system, federal bldg.

In addition, this Department awarded 26 contracts containing the General Fair Wages Clause.

THE ST LAWRENCE SEAWAY AUTHORITY

Port Colborne Ont: R E Law Crushed Stone Ltd, paving of parking area & northerly entrance road to Lock 8, Welland Canal. *Port Weller Ont*: C A Pitts General Contractor Ltd, modification & reconstruction of lower west approach at Lock 1, Welland Canal twinning project.

DEPARTMENT OF TRANSPORT

Cape Race (Trepassey) Nfld: McNamara Construction of Nfld Ltd, construction of LORAN "C" transmitter station. *Deer Lake Nfld*: Trynor Construction Nfld Ltd, construction of airport security fencing. *Mill Village (Italy Cross) N S*: Mosher & Rawding Ltd, construction of bldg & fencing at boresight; Mosher & Rawding Ltd, construction of mast footings & guy anchors. *Saint John & Red Head N B*: J E Landry, modifications to electrical system, etc, airport & transmitter station. *Quebec Que*: Arno Electric Ltd, construction of entrance road & car park lighting, airport. *Grande Prairie Alta*: Turner & Son Bldg Contractors Ltd, extension to air terminal bldg, air circulation in public areas & related work, airport. *Rocky Mountain House Alta*: D L Guthrie Construction, construction of VOR counterpoise extension & related work. *Port Hardy B C*: A & H Construction Ltd, clearing flightway of Runway 10-28, airport. *Salt Spring Island B C*: Miller Cartage & Contracting Ltd, site preparations & access road construction for VOR installation at Mount Tuam near Ganges. *Vancouver B C*: Miller Cartage & Contracting Ltd, rehabilitation of east perimeter road, International Airport.

In addition, this Department awarded 14 contracts containing the General Fair Wages Clause.

Workmen's Compensation Board of Ontario

(Continued from page 124)

If training for a new job is needed, the workman will be assisted during the training period. If vocational training is advisable, any recognized agency whose services are indicated and desirable may be used with expenses paid by the Board. He will be assisted in finding suitable employment when training is completed.

To the man injured on his job, the W.C.B. has provided the services needed to help him become re-established.

But what of the person, who, through non-industrial illness or accident, is also faced with permanent disability? With the example of programs such as Ontario's, and with the experiences of rehabilitating the veterans of two world wars, the Government of Canada took action to assure that similar services should be available to every citizen who requires them. The passing of the Vocational Rehabilitation of Disabled Persons Act laid the groundwork for the development of a comprehensive rehabilitation program for all Canadians.

PRICE INDEX

Consumer Price Index, January 1965

The consumer price index (1949=100) in January 1965 was 136.9, up 0.1 per cent from the December 1964 index of 136.8 and 2.0 per cent from the January 1964 index of 134.2. Five of the seven main components increased during the month, and two components, food and clothing, moved down.

The food index declined 0.5 per cent to 132.5 from 133.2. Price movements for foods were mixed, with higher prices for some fresh vegetables, including cabbage, potatoes, celery and carrots, for fats excluding butter, some dairy products, a few cereal products, selected meat cuts and chicken, some canned fruits and coffee. Offsetting lower prices were recorded for oranges, tomatoes, lettuce, steak, blade roasts, turkey and eggs.

The housing index rose fractionally (0.1 per cent) to 139.8, from 139.6 in December. Although rent was unchanged, tenant repairs rose slightly and the home-ownership component increased 0.5 per cent, mainly as a result of higher mortgage interest rates. The home furnishings component declined 0.7 per cent as prices were lower for most major appliances, floor coverings and some textiles. Slightly higher prices were recorded for some utensils and equipment and for most household supplies and services.

The clothing index declined 1.5 per cent to 119.2 from 121.0. Although slightly higher prices occurred for footwear and a few clothing articles, such as shirts, work trousers, wool dresses and women's suits, clothing prices generally were lower as a result of January sales for men's, women's and children's wear as well as for piece goods.

The transportation index increased 2.5 per cent to 146.3 from 142.7. Increased automobile insurance was the major factor moving the index, although minor gasoline price increases occurred in several cities in Ontario. Higher prices for both taxi and bus fares combined to move the local transportation component by 2.3 per cent.

The health and personal care index edged upward by 0.1 per cent as a result of minor price increases in some personal care items such as toilet soap and cleansing tissues. Other components remained unchanged.

The recreation and reading index increased 0.3 per cent to 154.0 in January from 153.5 in December. Mixed price changes moved the recreation component down 0.3 per cent as higher prices for television sets were off-set by reduced prices for radios and phonograph records. The reading component, however, moved up nearly 2 per cent as a result of higher prices for newspapers.

The tobacco and alcohol index edged fractionally higher to 121.7 from 121.6. The alcoholic beverages component increased 0.2 per cent as a result of slight price increases for both beer and liquor, while the tobacco component remained unchanged.

Group indexes in January 1964 were: food 131.4, housing 137.3, clothing 117.7, transportation 141.1, health and personal care 165.4, recreation and reading 152.1, tobacco and alcohol 118.5.

City Consumer Price Indexes, December 1964

Consumer price indexes (1949=100) increased in all ten regional cities from November to December. The movement varied from 0.8 per cent in Toronto to 0.5 per cent in Halifax and Vancouver, to 0.4 per cent in Winnipeg and Ottawa, and to 0.2 per cent in the remaining five cities.

Considerable variation was evident among the components of the indexes. The food indexes ranged from a decrease of 0.2 per cent in Edmonton-Calgary to an increase of 1.7 per cent in Toronto. The housing component was mixed, most changes falling between plus or minus 0.1 per cent, except in Winnipeg, where an increase of 0.7 per cent occurred. Mixed movements were recorded also for clothing, ranging from a decrease of 0.3 per cent in Montreal to an increase of 0.5 per cent in Saint John.

Transportation indexes were up between 1 and 2 per cent in nine cities but down 0.5 per cent in St. John's. The health and personal care indexes increased about 3 per cent in Ottawa and Toronto but elsewhere changes were minor. Recreation and reading indexes increased slightly in all cities except St. John's. The indexes for tobacco and alcohol were unchanged except for a very slight increase in Vancouver.

Regional consumer price index point changes between November and December were: Toronto +1.1 to 138.2; Halifax +0.7 to 132.5; Ottawa +0.6 to 137.2; Vancouver +0.6 to 133.7; Winnipeg +0.5 to 133.8; Saint John +0.3 to 135.1; Montreal +0.3 to 136.2; Saskatoon-Regina +0.3 to 130.5; St. John's +0.2 to 121.9*; Edmonton-Calgary +0.2 to 128.4

Wholesale Price Index, December 1964

The general wholesale index (1935-39=100) rose to 246.0 in December, up 0.5 per cent from the November index of 244.7, and was 0.3 per cent above the December 1963 index of 245.3. Five major group indexes advanced, three declined.

*On base June 1951=100.

The vegetable products group index rose 2.8 per cent in December to 223.5 from the November index of 217.3, the chemical products group index advanced 0.5 per cent to 193.9 from 193.0, and the non-ferrous metals group index edged upward by 0.3 per cent to 212.3 from 211.6. Increases of 0.2 per cent or less were recorded for the following two major group indexes: animal products to 251.0 from 250.5; and iron products to 258.5 from 258.3.

The textile products group index declined 0.7 per cent to 245.8 from the November index of 247.6. The non-metallic minerals group index moved down 0.5 per cent to 189.9 from 190.8, and the wood products group index moved down 0.4 per cent to 329.6 from 330.8.

The index of Canadian farm product prices at terminal markets (1935-39=100) rose 1.1 per cent to 220.4 from 217.9 in the three-week period ended December 24. The animal products index rose 0.4 per cent to 265.7 from 264.7, and the field products index increased 2.4 per cent to 175.1 from 171.0.

The price index of residential building materials (1935-39=100) rose 0.5 per cent in December to 331.9 from 330.2 in November. The price index of non-residential building materials (1949=100) was unchanged at 141.8.

U.S. Consumer Price Index, December 1964

The United States consumer price index (1957-59=100) rose 0.1 per cent in December to 108.8 from 108.7 in November. The December 1963 index was 107.6.

The December increase in the index was largely attributed to higher prices for fresh vegetables, gasoline and used cars.

The month's rise brought the total price increase in 1964 to 1.1 per cent, termed by the U.S. Department of Labor a "moderate advance."

Over the year, food was up 1.4 per cent, largely because of increases in coffee and potato prices. Housing costs rose 0.8 per cent, including a 6-per-cent rise in home insurance prices. Used car prices rose 2.8 per cent. Medical and dental services rose 2.8 per cent. Recreation costs were up 4.1 per cent.

British Index of Retail Prices, November 1964

The British index of retail prices (Jan. 16, 1962=100) stood at 108.8 in mid-November, compared with 107.9 in mid-October and 104.0 in November 1963.

The index of food prices rose by slightly less than 1.5 per cent to 109.4 from 108.0 in October. Egg and bread prices rose. Prices of petrol and some newspapers also rose during the month.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

Listed No. 196

Annual Reports

1. PRINCE EDWARD ISLAND. WORKMEN'S COMPENSATION BOARD. *Annual Report, 1963*. Charlottetown, 1964. Pp. 21.

2. SASKATCHEWAN. PUBLIC SERVICE COMMISSION. *Report of the 18th Annual Survey of Salaries and Wages, August 1964*. Regina, 1964. Pp. 15.

Business

3. ADELAIDE. UNIVERSITY. SUMMER SCHOOL OF BUSINESS ADMINISTRATION. 9th, 1964. *Management and Integrated Marketing*. Adelaide, Hyde Park Press, Ltd., 1964. Pp. 39.

Talks on marketing and advertising given by three American professors.

4. AMERICAN MANAGEMENT ASSOCIATION. *The Changing Scope of Office Management*. New York, c1964. Pp. 47.

Contents: Managing the Office Services Function in a Modern Business Enterprise. Improving the Organization of Office and Administrative Operations. The Effect of the New Systems Technology on the Office Management Function. Paperwork Management. Focusing on Business Printing and Copying. Space Administration and Planning. Performance Standards for Clerical, Administrative, Technical, and Professional Personnel.

5. CANADA. DEPARTMENT OF LABOUR. SMALL BUSINESS MANAGEMENT TRAINING DIVISION. *Courses for Small Businessmen*. Ottawa, 1963. Pp. [7]

6. PROFIT-SHARING RESEARCH FOUNDATION. *Profit Sharing in Perspective, in American Medium-sized and Small Business*, by B. L. Metzger. Evanston, Ill., 1964. Pp. 158.

Comments on the results of a study carried out for Profit-Sharing Research Foundation by Marketing Services Company, a division of Dun and Bradstreet, Inc. The study examined characteristics, objectives, and results of profit-sharing plans.

7. WASHINGTON (STATE) UNIVERSITY. BUREAU OF BUSINESS RESEARCH. *Factors affecting the Growth of Manufacturing Firms*. Prepared under the Small Business Administration Management Research Grant Program, by Joseph W. McGuire. Project Director: Warren W. Etcheson. Seattle, 1963. Pp. 128.

Based on a study of the growth of 270 manufacturing enterprises in the State of Washington.

Collective Bargaining

8. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Economic Dilemmas of Collective Bargaining*, by Melvin Rothbaum. Urbana, 1964. Pp. 95-103.

Discusses the relationships of such factors as unemployment and labour costs to collective bargaining.

9. INTERNATIONAL LABOUR OFFICE. *Scope and Methods of Collective Bargaining in the Iron and Steel Industry; Report submitted to and Proceedings of the Seventh Session of the Iron and Steel Committee, Cardiff, 26 August-6 September 1963*. Geneva, 1964. Pp. 122.

10. U.S. BUREAU OF LABOR STATISTICS. *Recent Collective Bargaining and Technological Change*. Washington, GPO, 1964. Pp. 14.

"... Summarizes some of the recent collective bargaining approaches to problems of reduced income and job security arising as a result of technological change."

Conferences

11. CANADIAN CONFERENCE ON SOCIAL WELFARE. *Welfare Services in a Changing Technology. Conference Proceedings [19th Biennial Conference, Hamilton, 1964]* Ottawa, 1964. Pp. 54.

Title in French: *Services de bien-être social et technologie en évolution. Les délibérations de la conférence*.

Contains five talks, of which 3 have text in English and French.

12. CONFERENCE OF COMMISSIONS FOR HUMAN RIGHTS. *Proceedings, 15th Annual Conference, Pittsburgh, May 21-24, 1963*. [n.p.] Pp. 152.

13. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Proceedings of the Sixteenth Annual Meeting, Boston, Massachusetts, December 27 and 28 1963*. Edited by Gerald G. Somers. Madison, 1964. Pp. 284.

Some of the topics discussed at this conference were automation and collective bargaining, labour mobility, featherbedding, work measurement, unionization of white-collar workers and of engineers, and intellectuals and trade unions.

14. INTERSTATE CONFERENCE ON LABOR STATISTICS. 21st, SAN FRANCISCO, 1963. *Proceedings, June 25-28, 1963. San Francisco, California*. Washington, GPO, 1964. Pp. 265.

Co-sponsored by the California Department of Industrial Relations, the University of California, and the U.S. Bureau of Labor Statistics. Some of the topics considered were governmental industrial relations statistics; prices and cost of living; accident prevention; manpower, employment and occupational statistics; and economic growth.

Economic Conditions

15. DOW, J. C. R. *The Management of the British Economy, 1945-60*. With a foreword by Sir Robert Hall. Cambridge, University Press, 1964. Pp. 443.

Assesses British fiscal and monetary policy in the postwar period.

16. JOHNSON, HARRY GORDON. *The Canadian Quandary; Economic Problems and Policies*. Toronto, McGraw-Hill, 1963. Pp. 352.

This collection of essays and addresses considers such topics as Canada's economic policy, foreign trade problems, monetary policy, currency problems, etc.

Employees—Training

17. BELBIN, EUNICE. *Training the Adult Worker*. London, HMSO, 1964. Pp. [44].

Describes two case studies (one, the mending of worsted cloth in a mill in Bradford; the other, manual sorting of mail in the General Post Office) where older workers acquired skill by a new training method equal to or surpassing that achieved by young trainees with the traditional method of training.

18. UNITED NATIONS. ECONOMIC COMMISSION FOR ASIA AND THE FAR EAST. *Manual on Training of Statistical Personnel at the Primary and Intermediate Levels*. New York, United Nations, 1963. Pp. 144.

—Supplement: *Training Notes and Exercises*. New York, United Nations, 1964. Pp. 246.

19. U.S. BUREAU OF APPRENTICESHIP AND TRAINING. RESEARCH DIVISION. *Training of Workers in American Industry; Report of a Nationwide Survey of Training Programs in Industry, 1962*. Washington, GPO, 1964. Pp. 94.

20. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Family Breadwinners: their Special Training Needs*. Washington, GPO, 1964. Pp. 16.

Contents: Unemployment among Breadwinners. A Profile of the Breadwinners (Occupation, Education, Age, Income, Women Breadwinners). Special Training and Other News (Adult Education, Handicapped Breadwinners, Geographic Mobility). Other Assistance for Breadwinners.

Industry

21. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Patent Counsel in Industry*, by Carl G. Baumes. New York, 1964. Pp. 102.

Reviews prevailing patent practices in 251 industrial companies. Explains how companies organize, handle and administer patent work. Includes six case studies which illustrate patent duties and organizations.

22. U.S. BUREAU OF LABOR STATISTICS. *Technological Trends in 36 Major American Industries; a Study prepared for the President's Committee on Labor-Management Policy*. Washington, U.S. Dept. of labor, 1964. Pp. 105.

"For each of the 36 industries covered, a statement describes some major new machines, processes and products which are believed likely to have an important effect on the industry's unit labor requirements over the next 10 years."

23. U.S. NATIONAL SCIENCE FOUNDATION. *Research and Development in Industry, 1961; Final Report on a Survey of R & D Funds, 1961, and R & D Scientists and Engineers, Jan. 1962*. Washington, GPO, 1964. Pp. 123.

Discusses the funds, federal and other, spent on research and development; company-financed research and development; the number of companies engaged in research and development, character of research and development, employment of R & D scientists and engineers; and R & D funds related to total employment.

International Labour Organization

24. INTERNATIONAL LABOUR OFFICE. *General Report prepared [for the Advisory Committee on Salaried Employees and Professional Workers]* First item on the agenda. Geneva, 1956. 2 pts.

At head of title: Report 1, item 1(a) and (b) [and 1(c)] International Labour Organisation Advisory Committee on Salaried Employees and Professional Workers. 4th sess., Geneva, 1956.

Contents: [1] Effect given to the Conclusions of the Previous Sessions. [2] Recent Events and and Developments affecting Salaried Employees and Professional Workers.

25. INTERNATIONAL LABOUR OFFICE. *Non-Manual Workers and Collective Bargaining*. Second item on the agenda. Geneva, 1956. Pp. 74.

At head of title: Report 2. International Labour Organization. Advisory Committee on Salaried Employees and Professional Workers. 4th sess., Geneva, 1956.

26. INTERNATIONAL LABOUR OFFICE. *Work Conditions of Technical and Supervisory Staff in Industry, excluding Management*. Third item on the agenda. Geneva, 1956. Pp. 117.

At head of title: Report 3. International Labour Organization. Advisory Committee on Salaried Employees and Professional Workers. 4th sess., Geneva, 1956.

Labour Organization

27. COOK, ALICE HANSON. *Union Democracy: Practice and Ideal; an Analysis of Four Large Local Unions*. Ithaca, N.Y., Cornell University, c1963. Pp. 248.

Examines the government and administration of our large local unions, each with its own concept of democracy.

28. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *British Trade Unions and International Association*. London, 1963. Pp. 16.

29. HUTCHINSON, JOHN E. *Trade Unionism and the Communists: American and International Experiences*. Berkeley, University of California, Institute of Industrial Relations, 1963. Pp. 164-187.

Reprinted from *The Realities of World Communism*, edited by Dr. William Petersen.

30. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *Trade Union Handbook*. 3rd ed. Brussels, 1964. Pp. 173.

Contents: Why Unions? Objects and Character. Methods and Organization. Administration and Procedures. Glossary. Labour Terms in Four Languages [English, French, German, and Spanish].

31. KRUGER, ARTHUR MARTIN. *International Unions and Canadian-American Relations*. Toronto, Published for the Canadian Institute of International Affairs by Baxter Pub. Co., 1964. Pp. 23.

An examination of the influence of international unions with headquarters in the U.S. on Canadian labour unions.

Labour Supply

32. INTERNATIONAL LABOUR OFFICE. *Employment and Economic Growth*. Geneva, 1964. Pp. 217.

An examination of measures that can be taken to deal with unemployment and under-employment.

33. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Labour Market Policy in Sweden*. Paris, 1963. Pp. 72.

The Manpower and Social Affairs Committee of OECD appointed three examiners to study manpower policy in Sweden. As well as the examiners' report there is a report by Swedish authorities.

34. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Manpower Policy and Programmes in the United States*. Paris, 1964. Pp. 208.

Contains a report on manpower policy in the U.S. by three examiners appointed by the Manpower and Social Affairs Committee of OECD. One of the examiners was Dr. W. R. Dymond, Assistant Deputy Minister, Canada Department of Labour. There is also a background report by U.S. authorities and a series of questions put by the examiners to U.S. authorities and their answers.

Labouring Classes

35. MALHOTRA, PREM CHAND. *Indian Labour Movement, a Survey*. 2d ed. Delhi, S. Chand, 1963. Pp. 218.

Examines aspects of India such as wages, labour legislation, industrial relations, collective bargaining, etc.

36. PROCHAZKA, ZORA. *The Labor Force of Poland*, by Zora Prochazka and Jerry W. Combs, Jr. Washington, GPO, 1964. Pp. 46.

Management

37. CAPLES, WILLIAM GOFF. *A Management View of Employment Problems in the Steel Industry for the Next Decade*. Champaign, Institute of Labor and Industrial Relations, University of Illinois, 1964. Pp. 20.

Mr. Caples, Vice President of Inland Steel Company, presented this address at a conference on "Problems of Employment and Unemployment" sponsored by the United Steelworkers of America and the University of Illinois Institute of Labor and Industrial Relations, February 21, 1964, at the University's Urbana campus.

38. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Relevance and Equivalence in Criterion Measures of Executive Success*, by Charles L. Hulin. Urbana, 1964. Pp. [67]-78.

An analysis and measurement of executive success of 50 executives employed by a large American manufacturing company.

39. KOONTZ, HAROLD. *Principles of Management; an Analysis of Managerial Functions* [by] Harold Koontz [and] Cyril O'Donnell. 3d ed. New York, McGraw-Hill, 1964. Pp. 637.

This book consists of six parts: The Basis of Management, Planning, Organization, Staffing, Direction, Control.

40. NEUSCHEL, RICHARD F. *Management by System*. 2d ed. New York, McGraw-Hill, 1960. Pp. 359.

The author begins by defining a "procedure", "clerical methods" (or "office methods"), and a "system," and goes on to explain how business systems and procedures can be used effectively in management.

41. NEWMAN, WILLIAM HERMAN. *Administrative Action; the Techniques of Organization and Management*. 2d ed. Englewood Cliffs, N.J., Prentice-Hall, 1963. Pp. 486.

Some of the topics covered by this book are planning, decision-making, delegation of authority, decentralization, the use of committees, supervision, motivation, budgetary control, etc.

42. SCHLEH, EDWARD CARL. *Management by Results: the Dynamics of Profitable Management*. New York, McGraw-Hill, 1961. Pp. 266.

The author, head of a management consultants' firm in Minneapolis, outlines his philosophy of management based on his experience as a management consultant.

43. STONE, MORRIS. *Managerial Freedom and Job Security*. 1st ed. New York, Harper & Row, c1964. Pp. 262.

Concerned with such job security issues as subcontracting of work, transfers of work outside the bargaining unit, attempts by the employer to change the contents of a job, and out-of-classification assignments to solve special production problems. Discusses many grievance cases decided by members of the American Arbitration Association since 1959. The author has been editorial director of the American Arbitration Association since March 1953.

Professional Workers

44. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. *The Employment of Engineers in Australia*. Melbourne, 1959. Pp. 23.

45. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *After-Graduation Plans of Final-Year Students in Engineering and Science Courses, 1958-1963*. Ottawa, 1964. Pp. [11].

United Nations

46. UNITED NATIONS. ADVISORY COMMITTEE ON THE APPLICATION OF SCIENCE AND TECHNOLOGY TO DEVELOPMENT. *Report on the 1st Session, Feb. 25-March 6, 1964*. New York, United Nations, 1964. Pp. 38.

47. UNITED NATIONS. COMMITTEE FOR INDUSTRIAL DEVELOPMENT. *Report on the 4th Session, 2-19, March 1964*. New York, United Nations, 1964. Pp. 85.

48. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Fifteen Years of Activity of the Economic Commission for Europe, 1947-1962*. New York, United Nations, 1964. Pp. [169].

Wages and Hours

49. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Equal Pay for Equal Work: Federal Equal Pay Law of 1963; [Summary, Analysis, Legislative History and Text, with Summaries of Applicable State Laws]*. Washington, 1963]. Pp. 124.

50. ILLINOIS. BUREAU OF EMPLOYMENT SECURITY. *Estimates of Employment, Hours, and Earnings in Non-agricultural Establishments, Chicago Standard Metropolitan Statistical Area. Industry Summary Series No. 1, 1958-1963*. Prepared in

co-operation with the U.S. Bureau of Labor Statistics and the Bureau of Employment Security. Chicago, 1964. Pp. 149.

51. U.S. BUREAU OF LABOR STATISTICS. *Union Wages and Hours: Building Trade, July 1, 1963 and Trend 1907-63*. Washington, GPO, 1964. Pp. 44.

Women—Employment

52. OPEN DOOR INTERNATIONAL FOR THE ECONOMIC EMANCIPATION OF THE WOMAN WORKER. *I.L.O. and Women Workers in a Changing World*. Brussels, 1964. Pp. 13.

"Comments on the recent publication of the I.L.O. on women workers in a changing world. Report VI(1). [48th session, Geneva, 1964]"

53. U.S. WOMEN'S BUREAU. *Job Horizons for College Women in the 1960's*. Washington, GPO, 1964. Pp. 78.

Partial Contents: Career Suggestions [for 32 occupations]. Practical Considerations. Continuing Education. College Women on the Job.

Miscellaneous

54. BARNES, RALPH MOSSER. *Motion and Time Study: Design and Measurement of Work*. 5th ed. New York, Wiley, 1963. Pp. 739.

Presents "the basic principles that underlie the successful application of motion and time study, supplementing each with illustrations and practical examples."

55. CANADIAN MENTAL HEALTH ASSOCIATION. COMMITTEE ON THE INDUSTRIAL REHABILITATION OF THE MENTALLY ILL. *The Industrial Rehabilitation of the Mentally Ill; a Report*. Toronto [1963?] Pp. 23. (Chairman of committee: Dr. Clarence Pottle.)

56. *Leisure in America: Blessing or Curse?* Edited by James C. Charlesworth. Philadelphia, American Academy of Political and Social Science, 1964. Pp. 96.

Papers presented at a conference held in Philadelphia on November 8, 1963, which considered how best to use leisure time.

57. O'MAHONY, DAVID. *Industrial Relations in Ireland: the Background*. Dublin, Economic Research Institute, 1964. Pp. [57].

Examines trade unions, collective agreements, and industrial disputes in Ireland.

58. U.S. SOCIAL SECURITY ADMINISTRATION. *Social Security Programs throughout the World, 1964*. Rev. ed. Washington, GPO, 1964. Pp. 223.

Charts for 112 different countries contain information about old age, invalidity, and death programs, sickness and maternity benefits, work injury programs, unemployment insurance, and family allowances.

Ontario Loggers' Safety Act

(Continued from page 168)

The operator must also provide appropriate safety glasses to loggers who may be exposed to eye injuries from flying particles or hazardous substances, or from harmful light or other rays; or he must provide another device designed especially to protect workers from eye injuries.

On their part, loggers are required to wear close-fitting, fastened clothing when working near moving machinery. Among other prohibited practices, a logger must not shift a belt by hand when a machine is in motion, or use any part of his body for removing an object lodged in a sheave or moving part of a machine. A logger is also forbidden to lubricate, clean or repair a machine when it is in motion, unless the machine is so designed and located that lubrication, cleaning or repairing can be done safely when the machine is in motion.

Working Over Water

When a logger is working over water with risk of drowning, the operator must provide him with a life-jacket, and see that the logger wears it in the recommended manner, unless other adequate means of protection are provided.

The operator must also see that a boat in seaworthy condition is readily accessible for rescue purposes. In addition to the equipment required under Part IV of the Small Vessel Regulations made under the Canada Shipping Act, this rescue boat must carry a pike pole at least six feet long.

Finally, the operator must ensure that, whenever men are working over water, at least one person who is trained and competent to perform any necessary rescue operation is readily available when an alarm signal is given.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED JANUARY 16, 1965

(estimates in thousands)

SOURCE: Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,855	592	1,928	2,540	1,155	640
Men.....	4,894	435	1,400	1,769	833	457
Women.....	1,961	157	528	771	322	183
14-19 years.....	619	61	188	210	111	49
20-24 years.....	904	94	303	291	144	72
25-44 years.....	3,030	239	872	1,140	492	287
45-64 years.....	2,090	179	520	812	366	213
65 years and over.....	212	19	45	87	42	19
Employed.....	6,447	528	1,769	2,442	1,108	600
Men.....	4,556	378	1,265	1,694	793	426
Women.....	1,891	150	504	748	315	174
Agriculture.....	513	29	92	135	341	16
Non-agriculture.....	5,934	499	1,677	2,307	867	584
Paid workers.....	5,415	453	1,523	2,123	787	529
Men.....	3,698	317	1,058	1,434	518	371
Women.....	1,717	136	465	689	269	158
Unemployed.....	408	64	159	98	47	40
Men.....	338	57	135	75	40	31
Women.....	70	*	24	23	*	*
Persons not in the Labour Force.....	6,050	703	1,794	1,967	1,020	566
Men.....	1,511	211	436	451	263	150
Women.....	4,539	492	1,358	1,516	757	416

*Less than 10,000.

**TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED
JANUARY 16, 1965, CANADA**

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	19-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over ⁽¹⁾	12,905	2,063	3,723	988	3,810	946	1,375
Labour Force.....	6,855	619	3,566	821	988	649	212
Employed.....	6,447	545	3,388	723	959	631	201
Unemployed.....	408	74	178	98	29	18	11
Not in labour force.....	6,050	1,444	157	167	2,822	297	1,163
Participation rate ⁽²⁾							
1965, January 16.....	53.1	30.0	95.8	83.1	25.9	68.6	15.4
1964, December 12.....	53.6	31.1	96.1	83.2	26.4	69.3	15.2
Unemployment rate ⁽³⁾							
1965, January 16.....	6.0	12.0	5.0	11.9	2.9	2.8	5.2
1964, December 12.....	4.1	8.5	3.3	8.6	1.9	2.3	*

⁽¹⁾Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

⁽²⁾The Labour Force as a percentage of the population 14 years of age and over.

⁽³⁾The unemployed as a percentage of the labour force.

*Less than 10,000.

TABLE A-3—UNEMPLOYED, WEEK ENDED JANUARY 16, 1965

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	January 1965	December 1964	January 1964
Total Unemployed.....	408	285	466
On temporary layoff up to 30 days.....	25	14	38
Without work and seeking work.....	383	271	428
Seeking full-time work.....	368	259	410
Seeking part-time work.....	15	12	18
Seeking under 1 month.....	127	105	126
Seeking 1-3 months.....	168	99	202
Seeking 4-6 months.....	44	33	54
Seeking more than 6 months.....	44	34	46

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.
(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ⁽¹⁾						
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ⁽²⁾	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Government)	Supple- men- tary Labour income	Totals (3)
1959—Total.....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total.....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total.....	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total.....	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total.....	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
November.....	48.3	523.8	172.2	90.8	364.9	102.1	814.3	1,702.8	220.9	1,861.5
December.....	48.0	516.7	166.6							1,824.6
1964—										
January.....	48.5	520.7	168.6							1,816.7
February.....	48.8	524.8	166.2	70.0	308.9	99.7	793.3	1,730.1	220.7	1,826.2
March.....	48.8	529.8	165.4							1,839.5
April.....	47.3	532.6	170.6							1,870.5
May.....	49.2	548.1	175.6	75.0	377.4	105.7	827.1	1,822.2	226.0	1,942.8
June.....	51.4	558.2	179.9							1,995.5
July.....	52.5	546.3	182.8							1,982.1
August.....	50.4	567.7	188.3	104.8	454.1	110.3	850.4	1,830.9	230.3	2,019.3
September.....	50.2	575.9	190.7							2,072.5
October*.....	51.7	565.9	186.8							2,053.4
November†.....	52.1	566.5	182.2							2,034.6

Seasonally Adjusted

1959—Total.....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total.....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total.....	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total.....	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total.....	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
November.....	48.4	522.5	171.9	79.7	363.3	102.5	797.0	1,704.7	220.0	1,848.0
December.....	48.7	531.2	171.7							1,869.8
1964—										
January.....	49.1	536.7	173.5							1,891.3
February.....	49.7	538.3	172.4	80.8	391.2	102.5	812.7	1,745.6	224.2	1,902.3
March.....	50.1	540.0	173.5							1,906.5
April.....	49.0	535.1	175.1							1,913.1
May.....	48.8	541.6	174.6	88.0	375.8	105.5	826.2	1,790.7	225.7	1,924.8
June.....	50.3	543.2	175.1							1,927.5
July.....	50.8	546.1	175.9							1,949.3
August.....	49.3	556.7	179.9	92.4	378.8	107.2	849.4	1,844.9	228.3	1,969.5
September.....	49.4	560.2	186.4							1,996.9
October*.....	51.4	556.4	183.5							2,002.2
November†.....	52.3	564.9	181.0							2,018.4

⁽¹⁾Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

⁽²⁾Includes post office wages and salaries.

⁽³⁾Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at October 1964 employers in the principal non-agricultural industries reported a total employment of 3,218,399. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite ^[1]			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
Averages						
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960.....	118.7	176.5	75.83	109.5	177.8	78.19
1961.....	118.1	182.0	78.17	109.9	183.6	80.73
1962.....	121.5	187.6	80.59	113.3	189.2	83.17
1963.....	124.6	194.2	83.43	116.4	196.1	86.24
1963—						
October.....	129.4	197.0	84.65	119.3	198.8	87.43
November.....	128.6	197.0	84.61	118.6	200.7	88.24
December.....	125.1	190.0	81.64	115.9	192.6	84.67
1964—						
January.....	123.3	198.1	85.10	117.0	200.9	88.83
February.....	123.0	199.6	85.74	117.7	202.4	88.98
March.....	123.5	198.5	85.27	118.4	202.0	88.82
April.....	124.6	201.0	86.33	118.6	203.9	89.66
May.....	129.1	202.0	86.80	121.4	204.8	90.05
June.....	133.4	201.6	86.62	124.2	204.1	89.73
July.....	134.0	202.0	86.76	122.6	202.7	89.11
August.....	136.4	203.0	87.19	126.4	203.9	89.65
September*.....	136.2	204.8	88.00	126.3	207.0	91.01
October†.....	134.4	206.0	88.51	123.5	207.5	91.22

^[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Oct. 1964	Sept. 1964	Oct. 1963	Oct. 1964	Sept. 1964	Oct. 1963
Provinces				\$	\$	\$
Atlantic Region.....	115.2	117.5	113.3	73.58	72.52	70.10
Newfoundland.....	151.2	157.2	150.4	80.04	78.58	77.19
Prince Edward Island.....	151.4	156.3	153.3	60.52	61.49	58.27
Nova Scotia.....	101.3	101.2	100.4	71.66	71.01	68.64
New Brunswick.....	114.1	117.7	109.9	72.99	71.41	68.40
Quebec.....	135.6	136.6	129.8	86.49	85.92	82.74
Ontario.....	136.1	138.1	130.9	91.61	91.63	87.75
Prairie Region.....	143.0	144.5	138.1	84.53	83.55	82.11
Manitoba.....	119.7	120.3	117.3	80.19	79.90	78.69
Saskatchewan.....	138.7	139.6	135.9	82.68	82.31	80.97
Alberta (includes Northwest Territories).....	172.8	175.7	163.8	88.85	87.02	85.49
British Columbia (includes Yukon Territory).....	129.0	131.9	123.5	97.76	95.88	91.42
Canada	134.4	136.2	129.4	88.51	88.00	84.65
Urban areas						
St. John's.....	162.4	165.4	155.0	67.98	66.71	65.21
Sydney.....	79.0	79.6	81.8	85.77	86.15	82.60
Halifax.....	128.7	125.6	125.6	73.86	73.18	71.38
Moncton.....	120.5	116.1	109.7	69.00	69.47	63.43
Saint John.....	104.7	106.5	106.2	72.77	72.17	69.63
Chocoutimi—Jonquiere.....	120.8	122.5	116.8	102.30	102.48	103.13
Quebec.....	133.7	135.1	129.8	75.98	76.22	72.86
Sherbrooke.....	125.3	123.5	116.8	75.36	75.35	70.80
Shawinigan.....	108.3	110.3	100.1	91.92	93.11	92.25
Three Rivers.....	124.4	128.4	122.0	79.48	81.56	78.82
Drummondville.....	99.9	99.3	91.0	71.39	72.39	69.05
Montreal.....	139.6	139.9	133.5	87.96	87.60	84.04
Ottawa—Hull.....	146.3	145.7	140.9	82.24	81.80	77.80
Kingston.....	137.5	139.2	128.4	86.25	87.89	83.60
Peterborough.....	110.7	109.0	104.6	96.78	95.43	93.77
Oshawa.....	141.8	234.5	213.7	101.00	111.66	106.39
Toronto.....	153.6	152.8	146.6	91.67	91.75	88.46
Hamilton.....	129.3	129.7	120.7	96.08	96.55	91.30
St. Catharines.....	123.2	131.3	117.1	100.16	100.85	96.28
Niagara Falls.....	109.3	124.1	106.1	88.62	86.78	81.43
Brantford.....	96.8	97.6	93.5	84.00	83.56	79.87
Guelph.....	142.6	141.2	132.5	81.66	82.81	78.74
Galt.....	130.2	132.7	126.4	79.46	78.58	76.06
Kitchener.....	151.5	152.2	147.5	81.94	81.61	78.46
Sudbury.....	137.7	137.6	125.5	97.80	97.48	94.95
Timmins.....	86.2	86.3	87.7	78.00	78.77	75.26
London.....	151.9	151.6	146.9	84.47	84.61	80.24
Sarnia.....	140.5	138.2	137.2	116.31	110.71	108.41
Windsor.....	91.8	91.2	82.0	107.41	107.97	98.97
Sault Ste. Marie.....	163.4	165.4	154.1	115.45	107.48	106.86
Fort William—Port Arthur.....	119.6	120.3	114.5	88.68	88.02	84.85
Winnipeg.....	121.5	121.6	117.2	77.06	77.12	75.07
Regina.....	160.6	160.0	155.1	80.51	80.56	79.93
Saskatoon.....	160.3	162.9	149.8	77.07	76.84	74.80
Edmonton.....	226.7	225.0	211.1	82.30	81.08	79.00
Calgary.....	197.6	198.0	183.6	87.82	87.05	84.37
Vancouver.....	128.9	131.0	121.8	95.13	93.88	89.97
Victoria.....	127.4	126.7	124.2	85.78	83.30	81.16

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Oct. 1964	Sept. 1964	Oct. 1963	Oct. 1964	Sept. 1964	Oct. 1963
				\$	\$	\$
Mining	115.3	116.3	115.4	103.08	106.24	103.59
Metal mining.....	129.2	129.8	127.8	108.11	106.97	104.63
Gold.....	60.7	61.0	65.3	87.63	87.07	85.52
Other metal.....	192.9	193.7	185.8	114.09	112.79	110.86
Fuels.....	81.9	80.6	82.1	113.84	112.87	107.80
Coal.....	37.7	37.7	39.5	87.33	85.83	82.47
Oil and natural gas.....	261.1	254.8	255.1	129.37	129.09	123.71
Non-metal.....	150.9	160.1	157.0	98.80	93.75	93.32
Manufacturing	121.5	126.3	119.3	91.22	91.01	87.43
Durable goods.....	130.1	132.9	124.6	98.97	99.24	94.57
Non-durable goods.....	118.1	120.8	114.9	84.10	83.45	80.95
Food and beverages.....	123.8	133.3	122.2	78.40	75.98	75.27
Meat products.....	141.6	141.1	138.0	88.63	87.97	86.18
Canned and preserved fruits and vegetables.....	144.7	216.9	141.5	61.36	58.36	58.95
Grain mill products.....	95.6	95.4	96.2	85.42	89.05	86.64
Bread and other bakery products.....	114.7	114.3	112.0	76.12	76.63	73.03
Distilled and malt liquors.....	99.9	95.2	98.1	111.79	109.50	107.06
Tobacco and tobacco products.....	81.3	82.8	79.2	93.42	94.65	88.74
Rubber products.....	119.8	121.0	112.1	95.49	97.23	90.48
Leather products.....	90.1	92.0	89.3	61.34	61.75	58.91
Boots and shoes (except rubber).....	91.6	94.6	93.9	58.61	59.71	56.60
Other leather products.....	87.4	87.3	81.1	66.53	65.74	63.78
Textile products (except clothing).....	91.5	91.5	87.4	73.82	74.04	70.80
Cotton yarn and broad woven goods.....	78.0	78.5	75.8	71.60	72.30	68.62
Woollen goods.....	67.2	67.7	67.2	66.80	65.99	64.75
Synthetic textiles and silk.....	113.3	112.2	101.4	80.91	81.21	77.59
Clothing (textile and fur).....	101.6	102.3	98.6	57.56	57.69	55.25
Men's clothing.....	107.3	106.4	102.6	56.05	56.27	53.96
Women's clothing.....	113.3	116.2	108.2	58.32	59.35	56.30
Knit goods.....	78.3	78.6	76.4	59.03	58.00	55.34
Wood products.....	116.3	119.1	114.3	80.30	78.98	75.43
Saw and planing mills.....	117.8	122.2	116.5	82.80	80.92	77.39
Furniture.....	130.4	129.8	125.1	77.55	77.11	73.87
Other wood products.....	81.2	82.0	82.1	70.37	69.98	65.84
Paper products.....	134.4	135.6	129.3	105.78	105.66	102.49
Pulp and paper mills.....	133.7	135.4	128.9	113.96	113.40	110.33
Other paper products.....	136.3	136.2	130.2	86.54	87.20	83.90
Printing, publishing and allied industries.....	126.4	126.1	127.4	98.09	99.04	94.67
Iron and steel products.....	125.6	125.1	115.8	103.19	103.26	93.65
Agricultural implements.....	71.1	71.3	69.6	106.02	108.27	100.97
Fabricated and structural steel.....	175.2	171.9	146.7	104.25	104.54	101.94
Hardware and tools.....	130.1	127.6	117.9	90.38	90.31	85.97
Heating and cooking appliances.....	116.1	115.6	108.8	88.77	89.00	88.25
Iron castings.....	110.2	109.5	103.1	100.11	99.64	94.01
Machinery, industrial.....	152.5	150.8	136.0	99.81	99.55	95.18
Primary iron and steel.....	146.4	147.6	132.5	117.92	116.86	111.88
Sheet metal products.....	125.1	126.2	119.2	97.78	99.90	94.81
Wire and wire products.....	128.0	130.5	119.8	103.78	102.41	98.28
Transportation equipment.....	120.6	131.3	121.1	108.48	110.29	105.72
Aircraft and parts.....	255.5	254.6	238.9	110.34	108.73	103.97
Motor vehicles.....	112.6	153.0	135.4	132.56	130.90	120.97
Motor vehicle parts and accessories.....	147.3	158.8	138.4	101.24	107.01	99.48
Railroad and rolling stock equipment.....	62.5	60.9	57.5	95.00	93.52	89.64
Shipbuilding and repairing.....	142.6	139.6	143.7	98.36	97.80	93.34
Non-ferrous metal products.....	134.7	135.1	128.3	101.31	101.23	98.55
Aluminum products.....	145.0	148.3	145.1	95.00	96.81	95.77
Brass and copper products.....	115.2	115.6	110.3	100.11	99.87	95.19
Smelting and refining.....	146.0	146.0	137.7	110.78	110.24	108.00
Electrical apparatus and supplies.....	166.3	165.4	157.4	96.14	96.47	92.81
Heavy electrical machinery.....	123.0	121.2	115.9	103.82	104.11	100.20
Telecommunication equipment.....	293.7	291.5	287.8	92.22	91.45	88.86
Non-metallic mineral products.....	164.2	166.1	156.4	99.29	98.27	93.98
Clay products.....	95.2	95.8	90.3	86.85	86.19	82.79
Glass and glass products.....	174.2	180.4	170.5	93.48	93.03	88.96
Products of petroleum and coal.....	141.8	143.7	137.0	133.48	131.76	130.20
Petroleum refining and products.....	144.2	146.4	139.0	134.72	132.91	131.60
Chemical products.....	140.7	140.6	136.0	106.35	105.92	102.69
Medicinal and pharmaceutical preparations.....	130.2	130.3	125.8	95.11	94.37	91.05
Acids, alkalis and salts.....	153.9	159.6	155.6	119.66	119.62	116.97
Miscellaneous manufacturing industries.....	170.8	170.4	161.9	79.08	79.08	76.03
Construction	146.0	146.7	138.3	100.01	99.07	94.22
Building and general engineering.....	146.2	145.4	138.6	108.02	106.35	101.32
Highways, bridges and streets.....	145.7	143.7	137.8	86.75	87.31	82.48
Electric and motor transportation.....	153.3	153.7	148.5	93.55	94.17	90.46
Service	189.4	193.5	172.0	62.00	61.39	59.36
Hotels and restaurants.....	161.3	168.2	148.5	47.20	46.77	45.56
Laundries and dry cleaning plants.....	161.5	161.1	139.8	54.68	54.57	52.75
Industrial composite	134.4	136.2	129.4	88.51	88.00	84.65

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCES

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	Oct. 1964	Sept. 1964	Oct. 1963	Oct. 1964	Sept. 1964	Oct. 1963
				\$	\$	\$
Newfoundland.....	40.4	39.9	39.3	1.75	1.77	1.73
Nova Scotia.....	41.4	41.4	41.0	1.76	1.74	1.69
New Brunswick.....	42.4	40.8	41.2	1.74	1.69	1.64
Quebec.....	42.4	42.6	42.3	1.82	1.82	1.77
Ontario.....	41.7	42.0	41.5	2.13	2.15	2.06
Manitoba.....	40.7	40.6	40.6	1.85	1.84	1.80
Saskatchewan.....	39.8	39.5	39.3	2.09	2.10	2.03
Alberta (includes Northwest Territories).....	40.8	39.6	40.4	2.11	2.08	2.02
British Columbia (includes Yukon Territory).....	38.5	37.7	38.0	2.52	2.49	2.39

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Oct. 1964	Sept. 1964	Oct. 1963	Oct. 1964	Sept. 1964	Oct. 1963	Oct. 1964	Sept. 1964	Oct. 1963
Mining	43.0	42.7	42.6	\$ 2.33	\$ 2.31	\$ 2.25	\$ 99.90	\$ 98.64	\$ 95.65
Metal mining.....	42.4	42.3	42.5	2.41	2.40	2.33	102.33	101.55	98.85
Gold.....	42.5	42.8	43.7	1.89	1.88	1.82	80.31	80.55	79.54
Other metal.....	42.4	42.2	42.1	2.58	2.56	2.51	109.17	108.09	105.56
Fuels.....	43.1	42.3	41.7	2.20	2.18	2.13	95.05	92.25	88.68
Coal.....	44.6	43.8	42.9	1.93	1.92	1.90	85.85	84.05	81.25
Oil and natural gas.....	40.8	39.6	39.6	2.71	2.70	2.55	110.27	106.93	101.20
Non-metal.....	44.8	44.2	43.9	2.13	2.11	2.06	95.49	93.36	90.51
Manufacturing	41.6	41.7	41.4	2.03	2.03	1.96	\$ 84.46	\$ 84.78	\$ 80.93
Durable goods.....	42.2	42.3	41.8	2.22	2.23	2.13	93.72	94.16	88.96
Non-durable goods.....	41.0	41.1	40.9	1.86	1.84	1.79	76.17	75.77	73.26
Food and beverages.....	41.1	40.8	40.6	1.74	1.69	1.68	71.43	68.96	68.32
Meat products.....	41.1	41.3	41.3	2.02	2.03	1.98	84.26	83.59	81.90
Canned and preserved fruits and vegetables.....	40.2	41.9	40.9	1.35	1.28	1.28	54.14	53.74	52.57
Grain mill products.....	42.7	43.5	43.0	1.97	1.96	1.91	83.89	85.36	82.23
Bread and other bakery products.....	41.1	41.1	40.8	1.74	1.74	1.64	71.52	71.38	66.88
Distilled liquors.....	43.1	40.3	41.7	2.35	2.35	2.24	101.46	94.87	93.24
Malt liquors.....	39.5	39.7	39.3	2.57	2.56	2.47	101.59	101.70	97.23
Tobacco and tobacco products.....	37.8	38.6	37.7	2.30	2.31	2.18	86.90	89.30	82.21
Rubber products.....	42.6	43.7	42.4	2.11	2.12	2.01	89.93	92.53	85.18
Leather products.....	40.1	40.6	40.4	1.42	1.41	1.34	56.78	57.30	54.21
Boots and shoes (except rubber).....	39.3	40.4	40.0	1.38	1.37	1.30	54.14	55.46	51.89
Other leather products.....	41.7	41.1	41.3	1.48	1.48	1.43	61.92	60.98	59.21
Textile products (except clothing).....	42.7	42.9	43.3	1.57	1.57	1.49	67.14	67.46	64.49
Cotton yarn and broad woven goods.....	41.7	42.3	42.8	1.62	1.62	1.52	67.57	68.65	65.06
Woollen goods.....	43.2	42.3	43.0	1.43	1.43	1.38	61.92	60.39	59.14
Synthetic textiles and silk.....	43.2	43.7	43.9	1.68	1.68	1.60	72.62	73.20	70.09
Clothing (textile and fur).....	39.3	39.4	39.2	1.34	1.34	1.29	52.53	52.86	50.46
Men's clothing.....	39.2	39.4	38.7	1.33	1.33	1.28	51.99	52.32	49.74
Women's clothing.....	37.4	38.0	37.3	1.43	1.44	1.38	53.44	54.82	51.63
Knit goods.....	42.4	42.1	42.5	1.26	1.25	1.20	53.40	52.66	50.80
*Wood products.....	42.2	41.7	41.6	1.83	1.81	1.73	77.11	75.66	72.03
Saw and planing mills.....	41.2	40.6	40.5	1.97	1.94	1.84	80.91	78.67	74.76
Furniture.....	44.1	43.9	43.8	1.64	1.64	1.58	72.35	71.96	69.20
Other wood products.....	43.3	43.4	43.0	1.51	1.51	1.42	65.50	65.47	60.99
Paper products.....	42.0	42.0	41.9	2.38	2.38	2.31	100.05	99.99	96.78
Pulp and paper mills.....	41.9	41.9	41.8	2.58	2.56	2.50	107.97	107.41	104.35
Other paper products.....	42.1	42.3	42.0	1.89	1.90	1.83	79.47	80.39	76.83
*Printing, publishing and allied industries.....	39.1	39.6	38.9	2.48	2.50	2.41	97.17	99.08	93.74
*Iron and steel products.....	41.9	42.3	41.5	2.34	2.34	2.26	97.86	98.93	93.86
Agricultural implements.....	40.1	40.8	39.7	2.40	2.43	2.36	96.06	99.37	93.95
Fabricated and structural steel.....	42.7	43.0	42.5	2.26	2.26	2.21	96.53	97.03	93.93
Hardware and tools.....	43.2	43.4	42.5	1.96	1.95	1.88	84.70	84.37	79.88
Heating and cooking appliances.....	41.4	41.8	42.4	1.99	2.00	1.94	82.54	83.34	82.10
Iron castings.....	42.8	42.7	42.2	2.27	2.27	2.14	97.42	97.00	90.49
Machinery, industrial.....	42.9	43.0	42.0	2.21	2.21	2.13	94.95	94.91	89.54
Primary iron and steel.....	41.4	41.3	40.2	2.75	2.74	2.68	113.82	113.13	107.63
Sheet metal products.....	41.8	42.2	41.2	2.20	2.23	2.16	91.76	94.02	89.00
Wire and wire products.....	43.5	43.3	42.5	2.28	2.28	2.20	99.33	98.57	93.29
*Transportation equipment.....	42.2	42.8	42.1	2.40	2.46	2.34	101.39	105.31	98.29
Aircraft and parts.....	42.1	41.6	42.5	2.37	2.36	2.30	99.70	98.21	97.68
Motor vehicles.....	45.6	45.9	43.6	2.74	2.76	2.62	125.13	126.61	114.35
Motor vehicle parts and accessories.....	41.0	42.8	42.1	2.30	2.41	2.24	94.20	103.15	94.21
Railroad and rolling stock equipment.....	40.8	40.4	40.2	2.28	2.27	2.18	92.96	91.92	87.85
Shipbuilding and repairing.....	41.0	40.9	40.7	2.35	2.34	2.27	96.32	95.64	92.33
*Non-ferrous metal products.....	41.2	41.2	41.3	2.30	2.30	2.23	94.66	94.62	92.19
Aluminum products.....	40.1	42.1	42.5	2.03	2.04	2.01	81.61	85.88	85.35
Brass and copper products.....	43.5	43.1	42.4	2.22	2.22	2.14	96.49	95.55	90.72
Smelting and refining.....	40.5	40.2	40.4	2.57	2.57	2.50	103.88	103.25	101.23
*Electrical apparatus and supplies.....	41.4	41.7	41.3	2.03	2.05	1.96	84.14	85.49	80.98
Heavy electrical machinery and equipment.....	41.4	41.9	41.2	2.29	2.29	2.22	94.90	96.07	91.48
Telecommunication equipment.....	40.5	40.0	40.5	1.81	1.83	1.76	73.26	73.04	71.15
*Non-metallic mineral products.....	45.0	44.6	44.4	2.10	2.10	2.01	94.32	93.47	88.88
Clay products.....	42.5	42.8	43.2	1.89	1.88	1.79	80.49	80.42	77.52
Glass and glass products.....	42.2	41.7	41.0	2.11	2.13	2.04	88.74	88.61	83.73
Products of petroleum and coal.....	42.7	41.9	42.6	2.86	2.85	2.80	122.24	119.46	119.30
Petroleum refining and products.....	42.7	42.0	42.7	2.91	2.88	2.84	124.10	121.05	121.33
Chemical products.....	41.3	41.3	41.3	2.27	2.26	2.20	93.70	93.42	90.93
Medicinal and pharmaceutical preparations.....	40.3	39.8	39.8	1.78	1.76	1.71	71.74	70.14	68.13
Acids, alkalis and salts.....	41.5	41.5	41.6	2.60	2.63	2.56	108.02	109.22	106.36
Miscellaneous manufacturing industries.....	41.9	42.0	41.9	1.65	1.65	1.58	68.99	69.15	66.24
Construction	43.0	43.1	42.6	2.29	2.26	2.17	\$ 98.41	\$ 97.48	\$ 92.32
Building and general engineering.....	42.4	42.2	42.0	2.51	2.48	2.36	106.26	104.61	99.08
Highways, bridges and streets.....	44.2	44.7	43.9	1.89	1.89	1.80	83.67	84.53	79.13
Electric and motor transportation	44.9	45.4	44.8	2.10	2.09	2.04	\$ 94.52	\$ 94.99	\$ 91.49
Service	37.1	37.3	37.6	1.23	1.22	1.17	\$ 45.58	\$ 45.35	\$ 43.96
Hotels and restaurants.....	36.4	36.8	37.1	1.19	1.18	1.14	43.42	43.21	42.38
Laundries and dry cleaning plants.....	40.2	40.1	40.4	1.18	1.17	1.10	47.35	47.05	44.49

*Durable manufactured goods industries.

**TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED
WAGE EARNERS IN MANUFACTURING**

Source: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Weekly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963.....	40.8	1.95	79.40	190.2	142.8
Last Pay Period in:					
1963—October.....	41.4	1.96	80.93	193.9	144.7
November.....	41.5	1.98	81.91	196.2	146.2
December.....	38.0	2.02	76.53	183.3	136.6
1964—January.....	41.2	1.99	81.99	196.4	146.0
February.....	41.2	1.99	82.03	196.5	146.0
March.....	40.7	2.01	81.84	196.1	145.2
April.....	41.1	2.01	82.67	198.1	146.7
May.....	41.4	2.02	83.55	200.2	147.9
June.....	41.2	2.02	83.22	199.4	146.4
July.....	40.9	2.01	82.10	196.7	144.5
August.....	41.3	2.02	83.31	199.6	147.2
September*.....	41.7	2.03	84.78	203.1	149.8
October†.....	41.6	2.03	84.46	202.3	148.9

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 199.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS ON HAND

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations on Hand		
	Male	Female	Total	Male	Female	Total
End of:						
January 1960.....	8,206	10,325	18,531	606,165	180,129	786,294
January 1961.....	8,866	8,377	17,243	668,766	185,972	854,738
January 1962.....	11,428	12,069	23,497	570,061	161,094	731,155
January 1963.....	13,419	12,532	25,951	579,205	163,880	743,085
January 1964.....	19,737	15,658	35,395	498,726	153,661	652,387
February 1964.....	18,323	17,154	35,477	508,125	154,378	662,503
March 1964.....	23,470	18,805	42,275	511,312	149,296	660,608
April 1964.....	28,985	22,337	51,322	445,744	141,472	587,216
May 1964.....	30,955	23,676	54,631	319,268	126,509	445,777
June 1964.....	28,693	21,359	50,052	266,490	140,069	406,559
July 1964.....	29,445	19,458	48,903	233,564	128,799	362,363
August 1964.....	30,171	24,058	54,229	197,724	109,554	307,278
September 1964.....	33,617	23,611	57,228	173,988	104,907	278,895
October 1964.....	29,159	19,727	48,886	203,340	110,611	313,951
November 1964.....	38,620	22,704	61,324	254,346	118,294	372,640
December 1964 ⁽¹⁾	25,171	14,758	39,929	378,125	130,721	508,846
January 1965 ⁽¹⁾	22,509	15,141	37,650	447,847	152,195	600,042

⁽¹⁾ Latest figures subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1960-1963, AND DURING MONTH, DECEMBER 1963—DECEMBER 1964

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1960—Year.....	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year.....	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1963—December.....	361,520	102,561	67,736	39,222	65,920	38,947
1964—January.....	291,457	106,810	61,876	34,850	49,017	24,454
February.....	214,467	78,941	55,008	32,358	44,376	22,297
March.....	215,718	74,565	66,580	34,818	50,178	24,578
April.....	236,915	88,740	95,252	43,563	75,095	29,285
May.....	207,806	88,218	95,076	44,484	78,405	31,264
June.....	234,674	108,636	87,592	47,201	74,485	34,649
July.....	237,632	111,717	97,585	53,022	81,610	42,217
August.....	198,847	97,928	86,901	56,448	69,893	41,514
September.....	209,609	107,109	108,719	55,219	90,230	43,051
October.....	228,509	99,357	88,832	41,509	72,982	30,636
November.....	277,052	104,803	109,323	45,645	82,945	30,749
December ⁽¹⁾	341,288	103,045	77,455	41,458	76,480	40,686

⁽¹⁾ Preliminary.

**TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX,
DURING DECEMBER 1964⁽¹⁾**

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from December 1963
Agriculture, Fishing, Trapping	721	92	813	— 84
Forestry	1,335	18	1,353	— 250
Mining, Quarrying and Oil Wells	662	66	728	+ 233
Metal Mining	422	13	435	+ 150
Fuels	134	25	159	+ 63
Non-Metal Mining	31	5	36	+ 1
Quarrying, Clay and Sand Pits	29		29	+ 22
Prospecting	46	23	69	— 3
Manufacturing	11,855	4,430	16,285	+ 2,768
Foods and Beverages	1,116	613	1,729	+ 450
Tobacco and Tobacco Products	10	8	18	— 41
Rubber Products	132	53	185	+ 1
Leather Products	218	236	454	+ 43
Textile Products (except clothing)	551	290	841	+ 206
Clothing (textile and fur)	299	1,097	1,396	+ 95
Wood Products	1,652	151	1,803	+ 227
Paper Products	910	206	1,116	+ 145
Printing, Publishing and Allied Industries	741	390	1,131	+ 456
Iron and Steel Products	2,140	261	2,401	+ 410
Transportation Equipment	1,825	170	1,995	+ 29
Non-Ferrous Metal Products	451	120	571	+ 144
Electrical Apparatus and Supplies	482	311	793	+ 124
Non-Metallic Mineral Products	546	68	614	+ 259
Products of Petroleum and Coal	26	10	36	+ 1
Chemical Products	376	148	524	+ 67
Miscellaneous Manufacturing Industries	380	298	678	+ 152
Construction	8,105	132	8,237	+ 266
General Contractors	4,887	76	4,963	+ 321
Special Trade Contractors	3,218	56	3,274	+ 587
Transportation, Storage and Communication	5,098	256	5,354	+ 1,053
Transportation	4,457	137	4,594	+ 674
Storage	320	27	347	+ 120
Communication	321	92	413	+ 259
Public Utility Operation	148	28	176	— 33
Trade	8,066	5,435	13,501	+ 1,600
Wholesale	3,316	925	4,241	+ 1,090
Retail	4,750	4,510	9,260	+ 510
Finance, Insurance and Real Estate	510	768	1,278	+ 183
Service	39,980	29,461	69,441	+ 6,563
Community or Public Service	815	1,197	2,012	+ 346
Government Service	33,782	19,235	53,017	+ 6,061
Recreation Service	266	138	404	+ 72
Business Service	895	457	1,352	+ 272
Personal Service	4,222	8,434	12,656	+ 356
Grand Total	76,480	40,686	117,166	+ 12,299

⁽¹⁾ Preliminary.

**TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX,
AS AT DECEMBER 31, 1964⁽¹⁾**

(Source: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers.....	7,814	1,999	9,813
Clerical Workers.....	17,006	38,988	55,994
Sales Workers.....	6,903	11,208	18,111
Personal and Domestic Service Workers.....	36,866	26,091	62,957
Seamen.....	3,628	97	3,725
Agriculture, Fishing, Forestry (Ex. log.).....	7,927	670	8,597
Skilled and Semi-Skilled Workers.....	162,402	22,002	184,404
Food and kindred products (incl. tobacco).....	1,363	569	1,932
Textiles, clothing, etc.....	2,646	14,659	17,305
Lumber and lumber products.....	17,475	137	17,612
Pulp, paper (incl. printing).....	1,381	429	1,810
Leather and leather products.....	1,146	1,099	2,245
Stone, clay and glass products.....	558	36	594
Metalworking.....	11,185	954	12,139
Electrical.....	1,697	995	2,692
Transportation equipment.....	543	72	615
Mining.....	1,503	.....	1,503
Construction.....	51,722	4	51,726
Transportation (except seamen).....	31,836	106	31,942
Communications and public utility.....	733	.....	733
Trade and service.....	4,869	1,769	6,638
Other skilled and semi-skilled.....	23,285	864	24,149
Foremen.....	4,210	299	4,509
Apprentices.....	6,250	10	6,260
Unskilled Workers.....	135,579	29,666	165,245
Food and tobacco.....	6,352	8,834	15,186
Lumber and lumber products.....	14,895	432	15,327
Metalworking.....	4,589	684	5,273
Construction.....	72,399	3	72,402
Other unskilled workers.....	37,344	19,713	57,057
GRAND TOTAL.....	378,125	130,721	508,846

⁽¹⁾ Preliminary—subject to revision.

**TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS,
AT DECEMBER 31, 1964**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations on Hand		Office	Registrations on Hand	
	(1) Dec. 31, 1964	Previous Year Dec. 31, 1963		(1) Dec. 31, 1964	Previous Year Dec. 31, 1963
Newfoundland	22,169	22,400	Quebec—Concluded		
Corner Brook.....	4,192	4,627	Sherbrooke.....	4,748	4,722
Grand Falls.....	2,027	2,277	Sorel.....	2,692	2,628
St. John's.....	15,950	15,496	Thetford Mines.....	1,794	3,338
Prince Edward Island	4,158	4,440	Trois-Rivières.....	4,809	5,504
Charlottetown.....	2,818	2,821	Val d'Or.....	1,260	1,534
Summerside.....	1,340	1,619	Valleyfield.....	2,237	2,319
Nova Scotia	23,519	26,896	Victoriaville.....	2,376	2,374
Amherst.....	1,001	1,204	Ville St. Georges.....	2,281	2,341
Bridgewater.....	1,736	1,842	Ontario	147,333	167,550
Halifax.....	5,011	6,088	Arnprior.....	376	411
Inverness.....	804	799	Barrie.....	1,224	1,347
Kentville.....	2,330	2,587	Belleville.....	1,586	1,822
Liverpool.....	533	632	Bracebridge.....	1,136	1,241
New Glasgow.....	2,559	3,501	Brampton.....	1,226	1,259
Springhill.....	872	957	Brantford.....	1,862	2,303
Sydney.....	3,499	3,520	Brockville.....	581	621
Sydney Mines.....	1,328	1,417	Carleton Place.....	423	457
Truro.....	1,488	1,970	Chatham.....	1,697	1,826
Yarmouth.....	2,358	2,379	Cobourg.....	845	1,048
New Brunswick	25,748	25,847	Collingwood.....	884	961
Bathurst.....	5,282	4,833	Cornwall.....	2,338	2,945
Campbellton.....	2,068	1,901	Elliot Lake.....	378	343
Edmundston.....	1,783	1,595	Fort Erie.....	658	792
Fredericton.....	1,486	1,566	Fort Frances.....	700	743
Minto.....	290	323	Fort William.....	1,970	2,365
Moncton ⁽²⁾	6,103	6,745	Galt.....	1,082	1,091
Newcastle.....	2,656	2,223	Gananoque.....	326	355
Saint John.....	3,059	2,885	Goderich.....	494	684
St. Stephen.....	1,320	2,020	Guelph.....	1,221	1,661
Sussex.....	620	495	Hamilton.....	10,549	11,527
Woodstock.....	1,081	1,261	Hawkesbury.....	878	1,057
Quebec	160,893	181,226	Kapuskasung.....	431	532
Alma.....	1,169	2,382	Kenora.....	1,078	907
Asbestos.....	718	858	Kingston.....	1,997	2,274
Baie Comeau.....	1,207	1,120	Kirkland Lake.....	672	705
Beauharnois.....	1,036	1,310	Kitchener.....	2,777	2,975
Buckingham.....	865	1,042	Leamington.....	679	1,400
Causapscal.....	1,683	1,583	Lindsay.....	716	680
Chandler.....	2,044	2,018	Listowel.....	274	402
Chicoutimi.....	1,884	1,974	London.....	4,502	5,049
Cowansville.....	430	448	Long Branch.....	3,267	3,499
Dolbeau.....	1,058	1,066	Midland.....	1,227	1,263
Drummondville.....	2,468	2,635	Napawee.....	649	734
Farnham.....	581	660	New Liskeard.....	345	514
Forestville.....	716	847	Newmarket.....	1,097	1,451
Gaspé.....	1,887	1,620	Niagara Falls.....	2,676	3,039
Granby.....	2,518	2,866	North Bay.....	1,553	1,885
Hull.....	4,227	4,486	Oakville.....	663	774
Joliette.....	4,062	4,159	Orillia.....	1,080	947
Jonquière.....	2,222	2,445	Oshawa.....	5,703	4,722
Lachute.....	872	936	Ottawa.....	5,720	6,974
Lac Mégantic.....	1,053	1,026	Owen Sound.....	1,452	1,570
La Malbaie.....	1,682	1,619	Perry Sound.....	1,452	605
La Tuque.....	608	691	Pembroke.....	1,297	1,634
Lévis.....	3,904	4,765	Perth.....	680	798
Louiseville.....	940	1,092	Peterborough.....	2,253	2,612
Magog.....	819	811	Picton.....	552	526
Maniwaki.....	673	765	Port Arthur.....	2,418	3,256
Matane.....	2,001	2,307	Port Colborne.....	685	1,210
Mont-Laurier.....	798	872	Prescott.....	778	985
Montmagny.....	1,890	2,210	Renfrew.....	492	588
Montréal.....	50,842	57,698	St. Catharines.....	3,498	4,039
New Richmond.....	1,564	1,799	St. Thomas.....	889	965
Port Alfred.....	1,064	1,054	Sarnia.....	2,026	2,749
Québec.....	12,850	14,429	Sault Ste. Marie.....	2,205	2,273
Rimouski.....	2,733	3,678	Simcoe.....	1,165	1,506
Rivière du Loup.....	3,910	4,145	Smiths Falls.....	511	606
Rouerval.....	996	1,485	Stratford.....	652	624
Rouyn.....	1,709	2,611	Sturgeon Falls.....	712	1,012
Ste. Agathe des Monts.....	934	1,058	Sudbury.....	3,072	4,082
Ste. Anne de Bellevue.....	1,197	1,139	Tillsonburg.....	359	449
Ste. Thérèse.....	1,879	2,759	Timmins.....	1,450	1,699
St. Hyacinthe.....	2,314	2,961	Toronto.....	37,826	40,589
St. Jean.....	2,184	2,238	Trenton.....	776	791
St. Jérôme.....	2,546	2,415	Walkerton.....	799	988
Sept-Îles.....	1,896	2,042	Wallaceburg.....	557	689
Shawinigan.....	4,058	4,342	Welland.....	1,835	2,416
			Weston.....	3,081	3,544
			Windsor.....	4,718	6,440
			Woodstock.....	603	720

**TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS,
AT DECEMBER 31, 1964**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations on Hand		Office	Registrations on Hand	
	(1) Dec. 31, 1964	Previous Year Dec. 31, 1963		(1) Dec. 31, 1964	Previous Year Dec. 31, 1963
Manitoba	21,274	23,263	British Columbia	59,510	62,559
Brandon.....	2,060	2,396	Chilliwack.....	2,228	2,423
Dauphin.....	1,285	1,631	Courtenay.....	1,687	1,495
Flin Flon.....	164	175	Cranbrook.....	833	1,008
Portage la Prairie.....	1,083	1,106	Dawson Creek.....	1,165	1,215
The Pas.....	436	421	Duncan.....	1,324	1,039
Winnipeg.....	16,246	17,539	Kamloops.....	2,076	1,743
Saskatchewan	17,713	18,692	Kelowna.....	1,481	1,404
Estevan.....	396	386	Mission City.....	1,525	1,363
Lloydminster.....	452	411	Nanaimo.....	1,482	1,590
Moose Jaw.....	1,273	1,358	Nelson.....	994	977
North Battleford.....	1,242	1,294	New Westminster.....	8,553	9,119
Prince Albert.....	2,260	2,595	Penticton.....	2,083	1,925
Regina.....	4,339	4,407	Port Alberni.....	1,031	797
Saskatoon.....	4,161	4,372	Prince George.....	1,645	1,710
Swift Current.....	1,012	960	Prince Rupert.....	1,868	1,836
Weyburn.....	409	435	Quesnel.....	701	755
Yorkton.....	2,169	2,474	Trail.....	846	900
Alberta	26,529	31,044	Vancouver.....	22,062	25,107
Blairmore.....	452	464	Vernon.....	1,849	1,864
Calgary.....	8,590	9,294	Victoria.....	3,624	3,774
Drumheller.....	483	595	Whitehorse.....	453	515
Edmonton.....	10,766	13,970	CANADA	508,846	563,922
Edson.....	273	324			
Grande Prairie.....	782	821	Males.....	378,125	432,390
Lethbridge.....	2,581	2,788			
Medicine Hat.....	1,250	1,420	Females.....	130,721	131,532
Red Deer.....	1,352	1,368			

(1) Preliminary.

(2) Includes 1259 registrations reported by the Magdalen Islands local office.

Technical Note to "D" Tables

Tables D-1 to D-5 present selected statistics emanating from the operations of the local offices of the National Employment Service. They are based on vacancies (job openings reported to NES offices) and registrations (applications for employment).

The NES reporting system is designed for operational purposes and, therefore, the statistics given must be interpreted in the light of the effect which operating practices have on statistical data.

The data are compiled within NES in two basic groupings. The first is by broad industrial groups according to the standard industrial classification and these statistics reflect the total work load (vacancies notified, registrations for employment, placements affected, etc.) during the whole reporting period. Tables D-2 and D-3 are based on these data. The other grouping is by occupations according to the Dictionary of Occupational Titles published by the United States Employment Service. This classification system is designed for personnel selection and differs from other occupational groupings such as those used in the census. The NES inventory of unfilled vacancies and registrations on hand for employment at a specific point in time is compiled by such occupational groups and Tables D-1, D-4 and D-5 are derived from this source. *It is important to note* that both the industrial and occupational groupings are very broad, some 20,000 occupations, for example, being condensed to 103 groups in the NES basic reports and an even greater consolidation being effected in the "D" tables.

In any reading of these statistics it is important to be aware of certain other features. First, vacancies and placements in these series do not make any distinction between regular, part-time or casual employment, the latter being employment for not more than six consecutive working days. Second, while NES coverage of persons looking for work is quite extensive, and a good overall indicator of movements in total labour supply, the coverage in the various occupational groups (Table D-4) is not uniform and data may not, therefore, be representative of labour supply within individual occupational groups. Finally, because there is no legal requirement for employers to notify job vacancies to NES, the coverage of vacancies is smaller than that for applications for employment. Thus, the vacancies notified series does not provide an accurate indication of the extent of labour demand. While it is reliably estimated that upwards of 30 percent of all job vacancies are notified to NES, the actual percentage varies widely between different industries, occupations and geographic areas.

The following comments pertain specifically to tables D-1 to D-5:

Table D-1:

- (a) *Unfilled Vacancies* represent an inventory of employers vacancies unfilled at the close of business on the day indicated. Deferred vacancies, those on which employers are not prepared to accept referrals within 31 days, are excluded from this series. NES local offices act on vacancies as soon as possible after they are received,

so that unfilled vacancies only represent a proportion of vacancies notified to the local offices and consist of three main groups:

- (1) Those notified to the office shortly before the inventory is taken, or
- (2) Those on which applicants have been referred but the employers have not yet confirmed placements, and
- (3) Those that are difficult to fill because of a local (or wider) occupational shortage or because of particular working conditions.

Unfilled vacancies are, consequently, a biased sample of vacancies notified.

- (b) *Registrations on Hand* represent an inventory of applications for employment at the close of business on the day indicated, excluding certain categories such as persons who are employed but are seeking other work or those who have registered for employment in advance of their availability.

Table D-2:

- (a) *Registrations Received* consists of both new and renewal applications for employment received during the period. An individual may register more than once in a period and the figures do not, therefore, reflect the total number of persons registering in a reporting period.
- (b) *Vacancies Notified* are the total job openings notified to local offices during the period indicated.
- (c) *Placements Effected* show the total job vacancies filled by workers referred by NES during the reporting period. As a proportion of the vacancies are for work with a duration of less than the reporting period, an individual worker may account for more than one placement.

Table D-3:

This presents a breakdown by broad industrial groups of the placements reported in Table D-2. Year-to-year changes do not necessarily reflect changes in total demand or employment, since such changes can result from seasonal shifts in hirings, variations in labour turnover rates or even a difference in the number of working days in the month from one year to the next. Also placement coverage varies considerably from industry to industry.

Table D-4:

This table shows a breakdown by sex and broad occupational groups of the inventory of registrations on hand (see note to D-1 in para. 6). As some 20,000 occupations are compressed into 28 general classifications, caution must be exercised in forming conclusions about any one group.

Table D-5:

This table presents registrations on hand by local office areas. The figures *do not* relate exclusively to the municipalities concerned but reflect the total of registrations on hand from the entire areas served by the NES offices located in the cities and towns shown in the table.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS, from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 208.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1964—October.....	4,343,000	4,128,500	214,500
September.....	4,304,000	4,130,400	173,600
August.....	4,330,000	4,148,000	182,000
July.....	4,271,000	4,065,700	205,300
June.....	4,241,000	4,039,100	201,900
May.....	4,173,000	3,922,900	250,100
April.....	4,280,000	3,782,300	497,700
March.....	4,348,000	3,750,700	597,300
February.....	4,339,000	3,731,900	607,100
January.....	4,334,000	3,735,400	598,600
1963—December.....	4,326,000	3,793,700	532,300
November.....	4,192,000	3,888,600	303,400
October.....	4,125,000	3,906,100	218,900

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, NOVEMBER 1964

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	6,854	5,640	1,214	4,413	3,301	1,112	3,662
Prince Edward Island.....	1,550	1,293	257	767	612	155	909
Nova Scotia.....	7,635	5,670	1,965	5,656	4,142	1,514	3,314
New Brunswick.....	7,888	6,160	1,728	5,733	4,242	1,491	3,724
Quebec.....	53,734	36,876	16,858	42,671	31,674	10,997	25,241
Ontario.....	48,823	33,123	15,700	41,640	30,343	11,297	21,010
Manitoba.....	7,704	5,701	2,003	5,893	4,220	1,673	3,225
Saskatchewan.....	5,659	4,294	1,365	3,367	2,366	1,001	3,063
Alberta.....	10,043	7,191	2,852	7,662	5,416	2,246	4,498
British Columbia (including Yukon Territory).....	19,068	13,597	5,471	15,504	10,237	5,267	8,589
Total, Canada, November 1964.....	168,958	119,545	49,413	133,306	96,553	36,753	77,235
Total, Canada, October 1964.....	120,886	75,121	45,765	112,226	76,443	35,783	41,583
Total, Canada, November 1963.....	189,375	132,612	56,763	153,289	111,112	42,177	77,607

*In addition, revised claims received numbered 29,163.

†In addition, 28,063 revised claims were disposed of. Of these, 3,014 were special requests not granted and 1,628 appeals by claimants. There were 7,581 revised claims pending at the end of the month.

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES
BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX,
NOVEMBER 30, 1964**

(Counted on last working day of the month)

SOURCE: Statistical Report on the Operation of the Unemployment Insurance Act, DBS

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1-4	5-13	14-26	27 or more*	Oct. 30, 1964	Nov. 29, 1963
CANADA.....	274,532	159,421	66,581	30,179	18,351	214,544	303,353
Male.....	186,853	120,443	40,536	15,668	10,206	138,803	216,940
Female.....	87,679	38,978	26,045	14,511	8,145	75,741	86,413
Newfoundland.....	10,253	6,930	1,910	805	608	6,074	12,169
Male.....	8,835	6,374	1,515	532	414	4,812	10,707
Female.....	1,418	556	395	273	194	1,262	1,462
Prince Edward Island.....	1,965	1,586	260	94	25	637	1,858
Male.....	1,425	1,205	161	54	5	397	1,378
Female.....	540	381	99	40	20	240	480
Nova Scotia.....	13,465	7,365	3,336	1,732	1,032	9,858	14,340
Male.....	10,570	6,086	2,526	1,207	751	7,224	11,219
Female.....	2,895	1,279	810	525	281	2,634	3,121
New Brunswick.....	13,342	8,227	3,007	1,457	651	8,465	13,540
Male.....	9,425	6,304	1,964	817	340	5,549	9,995
Female.....	3,917	1,923	1,043	640	311	2,916	3,545
Quebec.....	87,782	49,368	23,118	9,658	5,638	67,335	91,277
Male.....	62,590	38,669	15,413	5,263	3,245	45,463	65,987
Female.....	25,192	10,699	7,705	4,395	2,393	21,872	25,290
Ontario.....	81,586	46,615	18,651	10,444	5,876	77,136	89,677
Male.....	49,123	31,535	9,609	4,882	3,097	48,475	58,904
Female.....	32,463	15,080	9,042	5,562	2,779	28,661	30,773
Manitoba.....	11,301	6,340	2,798	1,084	1,079	7,445	12,266
Male.....	7,388	4,831	1,485	542	530	4,414	9,065
Female.....	3,913	1,509	1,313	542	549	3,031	3,201
Saskatchewan.....	8,383	5,755	1,584	593	451	4,280	8,116
Male.....	5,852	4,556	831	224	241	2,260	6,032
Female.....	2,531	1,199	753	369	210	2,020	2,084
Alberta.....	14,921	9,412	3,549	1,213	747	9,746	21,182
Male.....	10,436	7,442	1,948	584	462	5,526	15,420
Female.....	4,485	1,970	1,601	629	285	4,220	5,762
British Columbia.....	31,534	17,823	8,368	3,099	2,244	23,568	38,928
Male.....	21,209	13,441	5,084	1,563	1,121	14,683	28,233
Female.....	10,325	4,382	3,284	1,536	1,123	8,885	10,695

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, NOVEMBER 1964

SOURCE: Statistical Report on the Operation of the Unemployment Insurance Act, DBS

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	15,352	354,724
Prince Edward Island.....	2,202	46,826
Nova Scotia.....	29,233	658,116
New Brunswick.....	25,470	560,184
Quebec.....	198,611	4,824,076
Ontario.....	204,774	5,092,602
Manitoba.....	21,034	506,203
Saskatchewan.....	12,872	299,308
Alberta.....	27,583	685,185
British Columbia (including Yukon Territory).....	64,774	1,619,574
Total, Canada, November 1964.....	602,005	14,646,798
Total, Canada, October 1964.....	534,485	12,841,420
Total, Canada, November 1963.....	644,981	15,467,326

*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year.....	126.5	121.1	131.4	109.9	138.4	150.2	141.7	114.0
1960—Year.....	128.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year.....	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—January.....	134.2	131.4	137.3	117.7	141.1	165.4	152.1	118.5
February.....	134.5	131.3	137.3	117.8	142.6	165.4	152.3	119.4
March.....	134.6	131.3	137.5	118.6	143.0	165.4	152.3	119.4
April.....	135.0	131.8	137.8	119.1	142.8	166.5	151.0	119.5
May.....	135.0	131.2	138.3	118.7	142.4	167.3	151.5	120.2
June.....	135.3	132.5	138.4	119.0	142.0	167.3	151.4	120.2
July.....	136.2	135.4	138.7	119.0	141.6	167.3	151.5	120.2
August.....	136.1	135.1	138.7	118.9	141.4	167.5	151.5	120.2
September.....	135.6	132.7	138.9	119.4	141.6	167.7	150.9	120.2
October.....	135.6	131.0	139.2	120.7	141.4	170.4	151.1	121.4
November.....	135.9	132.0	139.3	120.9	141.4	171.1	152.3	121.6
December.....	136.8	133.2	139.6	121.0	142.7	174.3	153.5	121.6
1965—January.....	136.9	132.5	139.8	119.2	146.3	174.4	154.0	121.6

Note: 1959 and 1960 figures are 1947-48 weighted; figures for 1961 *et seq* are 1957 weighted.

**TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA
AT THE BEGINNING OF DECEMBER 1964**

(1949=100)

	All Items			Food	Housing	Clothing	Transportation	Health and personal care	Recreation and reading	Tobacco and Alcohol
	Dec. 1963	Nov. 1964	Dec. 1964							
(1) St. John's, Nfld.....	120.3	121.7	121.9	116.9	116.2	115.9	120.8	165.1	150.6	116.4
Halifax.....	131.9	131.8	132.5	126.8	133.8	130.5	136.9	168.6	170.3	125.3
Saint John.....	133.8	134.8	135.1	131.1	133.8	128.2	143.3	190.6	154.9	125.4
Montreal.....	134.3	135.9	136.2	138.9	135.6	113.1	159.8	183.5	152.3	124.9
Ottawa.....	134.8	136.6	137.2	134.3	137.4	126.3	156.9	180.9	151.5	126.5
Toronto.....	135.3	137.1	138.2	132.7	141.0	126.9	139.9	172.2	190.9	123.9
Winnipeg.....	131.1	133.3	133.8	130.5	130.1	126.8	137.7	187.7	142.8	135.2
Saskatoon—Regina.....	129.0	130.2	130.5	129.3	128.7	132.8	135.9	149.4	149.7	120.9
Edmonton—Calgary.....	128.0	128.2	128.4	123.2	127.1	129.2	131.3	171.4	145.1	120.9
Vancouver.....	131.9	133.1	133.7	131.6	136.1	124.0	140.6	156.0	152.1	123.3

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities. (1) St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 1164, December 1964 issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1959-1964

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1959.....	201	216	95,120	2,226,890	0.19
1960.....	268	274	49,408	738,700	0.06
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1963.....	318	332	83,428	917,140	0.07
1963—December.....	11	29	4,218	35,770	0.03
*1964—January.....	13	29	1,756	21,730	0.02
February.....	24	46	7,957	82,410	0.08
March.....	24	50	7,142	92,450	0.08
April.....	17	41	8,617	88,900	0.08
May.....	15	35	7,488	63,700	0.06
June.....	46	66	15,148	195,680	0.16
July.....	38	72	18,183	147,710	0.12
August.....	36	68	11,413	108,200	0.10
September.....	26	63	9,039	104,010	0.09
October.....	30	60	10,593	101,580	0.09
November.....	25	57	15,080	105,590	0.09
December.....	19	48	33,689	460,260	0.38

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, DECEMBER 1964, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	1	320	960
Mines.....	1	76	150
Manufacturing.....	30	28,529	372,020
Construction.....	4	603	1,390
Transpn. & utilities.....	3	734	12,490
Trade.....	7	3,357	72,610
Finance.....	.....	.....	.....
Service.....	2	70	640
Public administration.....	.....	.....	.....
All industries.....	48	33,689	460,260

TABLE G-3—STRIKES AND LOCKOUTS, DECEMBER 1964, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	.....	.....	.....
Prince Edward Island.....	.....	.....	.....
Nova Scotia.....	2	141	670
New Brunswick.....	.....	.....	.....
Quebec.....	7	4,515	92,860
Ontario.....	30	27,667	350,670
Manitoba.....	.....	.....	.....
Saskatchewan.....	.....	.....	.....
Alberta.....	.....	.....	.....
British Columbia.....	5	435	3,120
Federal.....	4	931	12,940
All jurisdictions.....	48	33,689	460,260

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
DECEMBER 1964**

(Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Dec.	Accu- mulated		
FORESTRY The KVP Company, Espanola, Ont.	Carpenters Loc. 2537 (AFL-CIO/CLC)	320 (200)	960	9,010	Oct. 29 Dec. 4	Transfer of two workers to other job classification at lower wages ~ Return of workers.
MANUFACTURING <i>Rubber</i> National Rubber and Pneuco Machinery, Toronto, Ont.	Rubber Workers Loc. 750 (AFL-CIO/CLC)	211	4,640	14,110	Sep. 28	Wages, hours, union security, irrevocable check-off~
<i>Textiles</i> Caldwell Linen Mills, Iroquois, Ont.	District 50 (UMWA) (Ind.)	381 (58)	3,050	3,050	Dec. 8 Dec. 20	Wages, union security, term of contract~5¢ an hr. increase Dec. 21, 1964, 6¢ an hr. one yr. from that date, \$20 in lieu of retroactive pay; 90 day proba- tionary period for new em- ployees followed by dues check-off.
<i>Printing and Publishing</i> La Presse, Montreal, Que.	Typographical Union Loc. 145 (AFL-CIO/CLC)	1,200	21,600	170,400	June 3 Dec. 28	Automation, wages, hours, sick leave, vacations, appren- tice rates~A bonus equal to 3.7% of salary earned in 1964, 3% increase in 1965, 3% in 1966, 4.5% in 1967; extended lay-off notice for senior em- ployees.
The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	871	19,270	108,630	July 9	Working conditions as affected by computers, job security, union membership of foremen~
<i>Primary Metals</i> Wolverine Tube (Div. of Calumet Hecla of Canada), London, Ont.	Auto Workers Loc. 27 (AFL-CIO/CLC)	115	2,530	10,920	Aug. 19	Wages, other improvements ~
<i>Machinery</i> Brown Boggs Foundry and Machine, Hamilton, Ont.	U.E. Loc. 520 (Ind.)	190	4,180	7,890	Nov. 3	Wages~
<i>Transportation Equipment</i> Canadian Kenworth, North Burnaby, B.C.	Machinists Loc. 1857 (AFL-CIO/CLC)	300	1,200	13,800	Oct. 1 Dec. 7	Wages, overtime, holidays~ 15¢ an hr. increase retro- active to Aug. 1, 1964, 5¢ an hr. 1965, 5¢ 1966, 5¢ 1967.
General Motors, Various centres, Ont.	Auto Workers Locs. 27, 222 (AFL-CIO/CLC)	23,829	303,900	303,900	Dec. 1 Dec. 21	Wages, hours, working con- ditions~wage increases of 24¢ an hr. over 3 years for unskilled, 34¢ for skilled; im- provement in pensions, insur- ance, holidays and vacations.
Port Weller Dry Docks, St. Catharines, Ont.	Boilermakers Loc. 680 (AFL-CIO/CLC)	640	640	640	Dec. 10 Dec. 11	Misunderstanding on alloca- tion of overtime work~Ret- urn of workers, allocation of overtime to be looked into more thoroughly.
<i>Electrical Products</i> Lanark Manufacturing, Dunnville, Ont.	U.E. Loc. 543 (Ind.)	310	6,820	28,660	Aug. 31	Wages, working conditions, seniority provisions~
CONSTRUCTION Pigott Construction, Oshawa, Ont.	Auto Workers Loc. 222 (AFL-CIO/CLC)	349	350	350	Dec. 2 Dec. 3	Respecting picket lines of U.A.W.~Return of workers when pickets withdrawn.

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
DECEMBER 1964**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Dec.	Accu- mulated		
TRANSP. & UTILITIES <i>Transportation</i> Nfld. Employers' Association, St. John's, Nfld.	Longshoremen's Protective Union (Ind.)	550	12,180	26,130	Oct. 26	Union refusal to accept terms of Industrial Enquiry Com- mission~
Quebecair, Montreal, Rimouski and Baie Comeau, Que.	Machinists (AFL-CIO/CLC)	175	150	150	Dec. 17 Dec. 18	Wages, hours, other improve- ments~19% increase retro- active to last March, im- proved vacations.
National Harbours Board Quebec, Que.	Railway Clerks Loc. 529 (AFL-CIO/CLC)	190	380	380	Dec. 19 Dec. 21	In protest against suspension of five workers~Return of workers pending the appoint- ment of conciliator.
TRADE McLennan, McFeely & Prior, Vancouver, B.C.	Retail, Wholesale Employees Loc. 535 (AFL-CIO/CLC)	106	1,380	1,590	Nov. 27 Dec. 18	Working conditions~Rein- statement of workers dismis- sed following walk-out, certain working conditions resolved.
Quebec Liquor Board, Various centres, Que.	CNTU	3,200	70,400	70,400	Dec. 5	Wages, delayed negotiations ~

Figures in parentheses indicate the number of workers indirectly affected.

Settlements in January

(Continued from page 128)

of \$1 a day for certain skilled trades in 1964; evening and night shift premiums increased by 2¢ and 3¢ an hr. respectively in 1965 and by 3¢ and 5¢ an hr. respectively in 1966; 2 additional paid holidays; 3 wks. vacation after 15 yrs. of service in 1965; rate for surface labourer July 3, 1966 will be \$17.19 a day; agreement to expire July 2, 1967.

Consolidated Paper, Ste. Anne de Portneuf, Que.—Pulp & Paper Wkrs. Federation (CNTU): 2-yr. agreement covering 900 empl.—wage increases of 7¢ an hr. retroactive to Aug. 1, 1964, 3¢ an hr. retroactive to Dec. 26, 1964, 7¢ an hr. eff. Aug. 1, 1965 and 3¢ an hr. eff. Dec. 26, 1965 for hourly rated empl. plus special adjustments ranging from 90¢ to \$2 a day for certain hourly empl.; increases of 20¢ per cord retroactive to July 31, 1964 and 20¢ per cord eff. July 31, 1965; 2 paid holidays (formerly 1 paid holiday); vacation pay after 5 seasons to be 4% of gross earnings and after 10 seasons, 6% of gross earnings; rate for labourer July 31, 1965 will be \$1.41 an hr.; agreement to expire July 31, 1966.

Consolidated Paper, Les Escoumins, Que.—Pulp & Paper Wkrs. Federation (CNTU): 2-yr. agreement covering 500 empl.—wage increases of 7¢ an hr. retroactive to Aug. 1, 1964, 3¢ an hr. retroactive to Dec. 26, 1964, 7¢ an hr. eff. Aug. 1, 1965, and 3¢ an hr. eff. Dec. 26, 1965 for hourly rated empl. plus special adjustments ranging from 90¢ to \$2 a day for certain hourly empl.; increases of 20¢ per cord retroactive to July 31, 1964 and 20¢ per cord eff. July 31, 1965; 2 paid holidays (formerly 1 paid holiday); vacation pay after 5 seasons to be 4% of gross earnings and after 10 seasons, 6% of gross earnings; rate for labourer July 31, 1965 will be \$1.41 an hr.; agreement to expire July 31, 1966.

Compagnie Miron Ltée, Ville St. Michel, Que.—Cement Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 850 empl.—wage increases of 8¢ an hr. eff. Jan. 1, 1965, 8¢ an hr. eff. Jan. 1, 1966 and 8¢ an hr. eff. Jan. 1, 1967; 9 paid holidays (formerly 8); 2 wks. vacation after 3 yrs. service (formerly after 5 yrs.) and 3 wks. vacation after 12 yrs. of service (formerly after 15 yrs.); company to pay 50% of sickness insurance premiums; rate for labourer Jan. 1, 1967 will be \$1.86 an hr.; agreement to expire Dec. 31, 1967.

Dominion Bridge, Lachine & Longue Pointe, Que.—Steelworkers (AFL-CIO/CLC): 2-yr. agreement covering 1,300 empl.—wage increases of 7¢ an hr. retroactive to Oct. 27, 1964 and 6¢ an hr. eff. Oct. 27, 1965; rate for labourer Oct. 27, 1965 will be \$1.82 an hr.; agreement to expire Oct. 27, 1966.

Edmonton City, Alta.—Public Empl. (CLC) (outside empl.): 2-yr. agreement covering 1,550 empl.—wage increases of 3½% retroactive to Jan. 1, 1964 and 3% eff. Jan. 1, 1965; rate for labourer Jan. 1, 1965 \$2.01 an hr.; agreement to expire Dec. 31, 1965.

Ford Motor Co. of Canada, Windsor, North York, Oakville & Crowland, Ont.—Auto Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 9,000 empl.—settlement pay of \$15; annual improvement factor of 6¢ an hr. or 2½%, whichever is greater, eff. Jan. 1965 and eff. Dec. 1, 1965, and increased to 7¢ an hr. or 2.8%, whichever is greater, eff. Dec. 1, 1966; additional wage increases of 5¢ an hr. for unskilled empl. and 12¢ an hr. for skilled trades eff. Jan. 1965; additional adjustments on wage inequities; 10¢ of existing cost-of-living allowance incorporated into regular wage rates; Dec. 24 and Dec. 31 (formerly half holidays) to be full holidays and Boxing Day to be tenth paid holiday; amendments to vacation plan: 80 hrs. (formerly 40 hrs.) after 1 yr. of service, 120 hrs. (formerly 80 hrs.) after 3 yrs. of service and 160 hrs. (formerly 120 hrs.) after 15 yrs. of service; company-paid Blue Cross prescription-drug plan adopted; improvements in pension and S.U.B. plans similar to those of General Motors settlement (L.G., Jan., p. 45); rate for labourer Dec. 1, 1966 will be \$2.64 an hr.; agreement to expire Dec. 1, 1967.

General Steel Wares & Easy Washing Machine Co., London, Toronto, Ont. & Montreal, Que.—Steelworkers (AFL-CIO/CLC): 2-yr. agreement covering 1,010 empl.—wage increases of 6¢ an hr. retroactive to Oct. 1, 1964 and 3¢ an hr. eff. Oct. 1, 1965; additional adjustment of 10¢ an hr. for tradesmen retroactive to Oct. 1, 1964; shift premium increased to 12¢ an hr. (formerly 10¢) retroactive to Oct. 1, 1964; 3 wks. vacation after 12 yrs. of service (formerly after 15 yrs.); improvements in health, life, accidental death and dismemberment insurance; 3 wks. vacation after 12 yrs. of service (formerly after 15 yrs.); rate for labourer Oct. 1, 1965 will be \$1.81 an hr.; agreement to expire Sept. 30, 1966.

Maritime Tel. & Tel., province-wide, N.S.—IBEW (AFL-CIO/CLC): 18-mo. agreement covering 550 empl.—general wage increases ranging from 25¢ to \$4.25 a wk. retroactive to Dec. 20, 1964; 3 wks. vacation after 13 yrs. of service eff. May 1, 1965 (at present after 14 yrs.) and after 12 yrs. of service eff. May 1, 1966; expenses incidental to transfer increased from a maximum of \$50 to \$100; agreement to expire June 18, 1966.

Northern Forest Products, Port Arthur, Ont.—Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC): 21-mo. agreement covering 750 empl.—wage increases of 11¢ an hr. retroactive to Dec. 1, 1964 and 11¢ an hr. eff. Sept. 1, 1965; increase in piece rates of 2½% retroactive to Dec. 1, 1964 and 2½% eff. Sept. 1, 1965; evening and night shift premiums increased to 7¢ and 8¢ an hr. respectively (formerly 6¢ and 7¢); vacation pay of 2% of gross earnings after working 30 days, 4% of gross earnings after working 625 days (formerly after 750 days) and 6% of gross earnings after working 2,085 days (formerly after 2,500 days); sick benefit allowance accumulative to 20 days (formerly 12 days); company contributions toward medical, surgical and hospital insurance increased for married empl. to \$4 a mo. eff. Dec. 1, 1964 (formerly \$2.50 a mo.) and to \$6 a mo. eff. Aug. 31, 1965, and for single empl. to \$4 a mo. eff. Aug. 31, 1965 (formerly \$2.50 a mo.); rate for labourer Sept. 1, 1965 will be \$2.12 an hr.; agreement to expire Aug. 31, 1966.

Steel Co. of Canada (Hilton Works), Hamilton, Ont.—Steelworkers (AFL-CIO/CLC): 2-yr. agreement covering 10,000 empl.—general wage increases of 10¢ an hr. retroactive to Aug. 1, 1964 and 5¢ an hr. eff. Aug. 1, 1965; increment between job classes to be 6.7¢ eff. Aug. 1, 1965 (at present 6.5¢); evening and night premiums increased to 9¢ and 11¢ an hr. respectively (formerly 7¢ and 9¢); Sunday premium increased to 25¢ an hr. (formerly 15¢); 2 wks. vacation after 1 yr. of service (at present after 3 yrs.), 3 wks. vacation after 10 yrs. of service (at present after 15 yrs.), 4 wks. vacation after 20 yrs. of service (at present after 25 yrs.) and 5 wks. vacation after 30 yrs. of service

(new provision), plus vacation bonus of 20% of vacation pay eff. Jan. 1, 1966; new provision for extended pre-retirement vacations graduated from 1 to 5 wks. for empl. 61 to 65 yrs. of age having 25 yrs. of service; 3 days bereavement leave introduced; employer contributions increased by 3-5¢ an hr. for improvements in hospital and medical insurance; weekly indemnity to be \$55 (formerly \$50) payable up to 52 wks. (formerly 26 wks.); rate for labourer Oct. 1, 1965 will be \$2.267 an hr.; agreement to expire July 31, 1966.

Steel Co. of Canada (Canada Works), Hamilton, Ont.—Steelworkers (AFL-CIO/CLC): 2-yr. agreement covering 700 empl.—terms similar to Hilton Works settlement (above); rate for labourer Aug. 1, 1965 will be \$2.232 an hr.; agreement to expire July 31, 1966.

Steel Co. of Canada, Montreal & Contrecoeur, Que.—Steelworkers (AFL-CIO/CLC): 2-yr. agreement covering 1,100 empl.—terms similar to Hilton Works settlement (above); rate for labourer Aug. 1, 1965 will be \$2.13 an hr.; agreement to expire July 31, 1966.

Winnipeg City, Man.—Fire Fighters (AFL-CIO/CLC): 2-yr. agreement covering 520 empl.—wage increases of 3% eff. Jan. 1, 1965 and 3% eff. Jan. 1, 1966; rate for fireman 1st Class Jan. 1, 1966 will be \$481 a mo.; agreement to expire Dec. 31, 1966.

Explanatory Note to "Classification of Labour Market Areas" (page 123)

The system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local market conditions based on an appraisal of the situation in each area. In considering each category, it is necessary to keep in mind the marked seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which this classification system is based are as follows:—

Group 1: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent, depending on the size and character of the area.

Group 2: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent but less than 10.0 or 14.0 per cent, depending on the size and character of the area.

Group 3: Balanced Labour Supply. Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 1.9 or 2.4 per cent, but less than 6.0 or 7.0 per cent, depending on the size and character of the area.

Group 4: Labour Shortage. Areas in which current or immediately prospective labour demand exceeds supply in most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is less than 2.0 or 2.5 per cent, depending on the size and character of the area.

The classification of areas does not depend solely on the ratio of job applications to paid workers. All areas, and particularly those in which the ratio is close to the limits of the above-mentioned ranges, are examined closely in the light of other kinds of information to see whether they should or should not be reclassified. Information on labour market conditions at local areas is obtained mainly from monthly reports submitted by each of the local offices of the National Employment Service. This information is supplemented by reports from field representatives of the Department of Labour who regularly interview businessmen about employment prospects in their companies, statistical

reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

The term "labour market" as used in this section refers to a geographical area in which there is a concentration of industry to which most of the workers living in the area commute daily. The term is not meant to imply that labour is a commodity and subject to the same kind of demand and supply factors operative in other markets.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in agriculture. This grouping is not meant to indicate the importance of an area to the national economy.

The key to this grouping is: a "metropolitan" area is one with a labour force of 75,000 or more; a "major industrial" area is one with a labour force of from 25,000 to 75,000 of which 60 per cent or more are in non-agricultural occupations; a "major agricultural" area is one with a labour force between 25,000 and 75,000 of which 40 per cent or more are in agriculture; and a "minor" area is one with a labour force of 10,000 to 25,000.

The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. In general the boundaries of these areas coincide with the district serviced by the respective local office or offices of the National Employment Service. In a number of cases, local office areas have been amalgamated and the names used include several other local office areas, as follows: Sydney includes Sydney Mines; Farnham-Granby includes Cowansville; Montreal includes Ste. Anne de Bellevue; Lac St. Jean includes Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval and Alma; Gaspé includes Causapsal, Chandler, Matane and New Richmond; Quebec North Shore includes La Malbaie, Forestville, Sept Îles and Baie Comeau; Sherbrooke includes Magog; Trois Rivières includes Louiseville; Toronto includes Long Branch, Oakville, Weston and Newmarket; Sudbury includes Elliot Lake; Niagara Peninsula includes Welland, Niagara Falls, St. Catharines, Fort Erie and Port Colborne; Windsor includes Leamington; Timmins-Kirkland Lake includes New Liskeard; Vancouver-New Westminster includes Mission City; Central Vancouver Island includes Courtenay, Duncan, Nanaimo and Port Alberni; and Okanagan Valley includes Kelowna, Penticton and Vernon.

The 110 labour market areas covered in this analysis include 90 to 95 per cent of all paid workers in Canada.

Technical Note to "E" Tables

Under the Unemployment Insurance Act contact between the claimant and the Unemployment Insurance Commission is made through a network of local offices. The statistics in Tables E-2 to E-4 relate mainly to local office claim operations.

Upon separation from employment, a person wishing to file a claim for benefit applies to the nearest local office of the Commission in person or by mail. An application for employment is taken by the Employment Branch of the local office and, if a suitable vacancy exists, a referral is made. If suitable employment is not available, a claim for benefit is taken by the Insurance Branch.

If the person applying for benefit has had no previous entitlement established, an initial claim will be taken and entitlement computed, otherwise a renewal claim will be filed. Initial and renewal claims thus constitute an advance notice by a claimant that he wishes to draw benefit. In some cases where employment is found immediately, however, the claimant may not return to prove unemployment.

The total of initial and renewal claims (Table E-3) thus approximates the number of new separations from insured employment during a month. To the extent that an initial claim is taken from a person who has exhausted his benefit and seeks re-establishment of further credits, the total would, however, constitute an overstatement of the volume of new separations.

Claims in the category "entitled to benefit" include initial claims established on which no disqualification was imposed, and renewal claims allowed, no disqualification. Claims "not entitled to benefit" consist of failures on initial claims due to insufficient contributions, and, in addition, disqualifica-

tions imposed on either initial or renewal claims. Claims not completely processed at the end of a month are shown as pending.

Claimants are required to report weekly, except postal claimants, who may report every two weeks. Data on claimants currently reporting to local offices are obtained from a count of individual unemployment registers in the current file at the month-end (Table E-2). Once a claim is taken, the document on which the record of current activity is maintained is placed in the current file and becomes dormant only after the scheduled reporting pattern has been broken twice in succession. The count of weeks of proved insured unemployment is begun again simultaneously with a new renewal claim and with initial claims, except those representing re-computation of additional credits. In these latter cases, the count is cumulated from the claim taken at the time the employment terminated.

Information on payments (Table E-4) is provided by Treasury offices of the Unemployment Insurance Commission and relates to payments made during a month. In some cases, however, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks of unemployment.

Estimates of the insured population (Table E-1) are based on a count of persons either working in insured employment or on claim at June 1 each year. Monthly estimates are based on the June count of persons employed projected, by industry, using employment indexes from *Employment and Payrolls* (Employment Section, Labour Division, D.B.S.). To these employment data are added the number of claimants reported at month end, as described above.



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(Continued on page three of cover)

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Editorial Staff

Editor
W. S. Drinkwater

Assistant Editor

Editor, French Edition
Georges D'Astous

Circulation Manager
J. E. Abbey

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Consultation on the Employment of Women with Family Responsibilities

Delegates to meeting convened by Women's Bureau conclude that working women need more counselling, understanding from other women, working conditions that look to special health needs

Not all women should go out to work, but all women should have a valid choice as to whether they do or do not.

Working women need more counselling and guidance, better facilities for day care for their children, understanding on the part of the public—especially other women—and working conditions that take account of their special health needs.

These were the conclusions drawn by some sixty representatives of governments, labour, management and women's organizations who met for a one-day consultation on February 17 sponsored by the Department's Women's Bureau.

28% of Employed Population

The delegates were faced with the fact that the female labour force has increased 58.4 per cent over the last ten years, so that women now comprise 28.8 per cent of the employed population.

Using statistics supplied by the Dominion Bureau of Statistics, Miss Helen Traynor, Assistant to the Director of the Women's Bureau, sketched a picture of the average Canadian working woman. She is in the 35-44 age bracket, married, with children, urban and fairly well educated, and employed full-time in the service sector of the economy. This woman either has remained in the labour force after marriage, or has returned to it after her children have reached the point where they no longer need her constant care.

This picture was confirmed by Mrs. Ethel McLellan, Director of the Women's Bureau, Ontario Department of Labour, from the results of a survey of 3,500 women conducted during last year's Canadian National Exhibition. Using trained high-school guidance counsellors, the Women's Bureau interviewed 3,500 women and gave depth counselling to 700; of the women questioned, 51 per cent were in the labour force at the time.

Their average minimum education was Grade 12. They listed their reasons for working outside the home, in this order: economic considerations, self-fulfilment, and the desire to maintain and improve working skills.

Day Care—One of the major problems of a working mother is providing proper care for pre-school and school-age children during

the hours she is not at home. Mrs. Freda Manson, Assistant Executive Director of the Ontario Welfare Council, reported the findings of a survey of day care facilities in the Toronto area conducted by her organization.

The Council found there was a serious lack of day care facilities of all types, particularly in suburban areas, where there are many more children than in the city proper.

Zoning restrictions have the effect of limiting day nurseries in areas where they are needed, she said.

Large communities need several different types of day care: day nurseries, family day care for children who are too young or who for other reasons are unable to fit into a group program, after school care for school-aged children, junior kindergartens that accept four-year-olds, and nursery schools for children of mothers working part-time. Metropolitan Toronto, for example, has only three family day care programs in operation.

Legislation in this field in Ontario is very good in some respects, said Mrs. Manson, but there is no legislation or licensing for family day care to ensure a proper standard of treatment. Only five provinces have any legislation setting standards for day nurseries.

The first step toward obtaining adequate day care facilities is convincing the community of their importance. The public must be convinced that making day care available does not encourage mothers to go out to work who would otherwise stay at home. It merely provides a service to protect children of working mothers, and even children of non-working mothers.

Ideally, day care facilities should provide parent education and individual counselling, Mrs. Manson said. This would require highly trained staff of professional social workers.

Maternity Leave—With more women staying in the labour force after marriage, provision for maternity leave has become an important consideration for employers. Miss Dorothy Cadwell, of the Pay and Standards Branch, Civil Service Commission, described the experience of the Civil Service from the days when few married women were employed to the present.

(Continued on page 286)

50 Years Ago This Month

Company officials and United Mine Workers reach agreement on compensation to be paid to dependents of the 189 miners who were killed in explosion at Hillcrest Collieries in June 1914.

Particulars of an agreement reached between officials of Hillcrest Collieries and officers of the United Mine Workers regarding the compensation to be paid to dependents of the 189 miners killed in an explosion at Hillcrest, Alta., on June 19, 1914 (L.G., July 1964, p. 543), were given in the LABOUR GAZETTE of March 1915.

The parties agreed that, to discharge its liability, the company should pay into the office of the District Court the sum of \$3,000 a month until the whole liability had been paid.

In each of the cases in which full compensation was allowed, the sum of \$1,800 was to be paid. These cases numbered 57, but it was expected that this number would be increased when investigation had been completed. Funeral expenses already paid by the company were to be deducted from the amounts paid to dependents on behalf of the victims.

The parties to the agreement recommended that the monies paid into court should be paid out in amounts to be decided at the discretion of the judge, but the following suggestions were made: each widow should be paid \$20 a month and each child \$5 a month, and the remainder of each \$3,000 should be paid to partial dependents until their claims had been fully satisfied.

Special provision was made in the 32 cases in which the deceased miners were Austrians. "Their rights have been acknowledged by the company, but no compensation will be paid their dependents who reside in Austria until peace has been declared between that country and Great Britain," this journal reported.

UMW Convention

Among the resolutions passed at the 12th annual convention of District 18 of the United Mine Workers, held in Lethbridge, was one that, in words of this journal's report, urged "that the Alberta Government be induced to add an amendment to the Coal Mines Act to the effect that all men employed in the mines in Alberta pass an examination before being employed to dig coal; that a miner must be at least 20 years of age and have had at least three years' experience in the mines of this country or some other country; that he be able to speak the English language and that monthly examinations be held at some central point . . ."

Unemployment Situation

It was reported that the unemployment situation as a whole had improved slightly in February, and that only in Montreal and Toronto had any considerable increase in the number of unemployed taken place since December. Enlistment by Canadian contingents for overseas service and guard duty were beginning to have an effect on the labour market, the internment of enemy aliens continued to lighten the burden of relief for municipalities, and the stimulus of war orders was bettering conditions in many places.

Two hundred Austrians, most of whom were unemployed, had been taken from Montreal to the Spirit Lake concentration camp; and this journal said that 1,300 others had signed a petition to the American consul-general asking him to "intercede" with the Dominion Government to send them also to such a camp.

In Montreal, the number of unemployed was estimated by one of the city's controllers at 30,000. The City was trying to give work to as many as possible, but as there was not enough to go round, gangs working on sewers and other public works were being changed every week. There was a good deal of agitation in favour of having the gangs changed every two or three days. If the gangs were changed every two days, it was said that each worker would have a chance to make \$5 a week. But it was decided that such frequent changes would interfere too seriously with efficiency.

The report from Montreal said, "Work in breaking up the ice on the streets and carting it away gave work to 4,000 men in two gangs working night and day during the last week of February, until the rain changed to snow, when snow removal partly took its place. Carters and chauffeurs of auto-trucks have mutually protested against each other being given too great a part in the snow carting, with the result that the city is trying to divide evenly between them."

One of the controllers said that in order to meet the expected deficit of \$1,500,000 in 1916, the city would have to reduce the salaries of permanent employees, eliminate a third of the number employed in all departments, and undertake only "necessary" public works next year.

NOTES OF CURRENT INTEREST

First Manpower Assessment Incentive Agreement Signed

A Manpower Assessment Incentive Agreement between the Minister of Labour, the National Association of Broadcast Employees and Technicians (NABET) and the Canadian Broadcasting Corporation was signed on February 18 in Ottawa.

This is the first such agreement to be developed under the auspices of the Manpower Consultative Service, which was set up last May to encourage and assist union and management to make use of the techniques of joint consultation and objective research to prevent unnecessary technological unemployment.

The agreement provides for the establishment of a joint committee under an independent and impartial chairman to direct the necessary research and investigations and to prepare and recommend a program of manpower adjustment to meet the technological changes which the Corporation plans to introduce in the future.

The committee will have power to employ investigators and research workers to make the necessary assessments of changing work situations, employee potential and the training and upgrading necessary to adjust present staff to the changing job requirements.

The agreement provides also for the Department of Labour to reimburse the parties for 50 per cent of the expense incurred in developing the program.

Although the project is experimental and the solutions to be recommended may be subject to further direct negotiation between the Association and the Corporation, all parties expressed confidence that since the program will be developed through joint consultation, there is every possibility that it will be mutually acceptable.

In a brief signing ceremony the Minister of Labour, Hon. Allan J. MacEachen, congratulated the parties on their common fore-

sight, and the mutual confidence and respect that made it possible to work together toward a reasoned and more satisfactory solution to the manpower adjustment problems they will face as broadcasting technology develops.

A NABET spokesman commented that the membership had chosen this method because it seemed to provide the possibility of a better solution than could be obtained through arbitration or contract negotiations.

"Since our membership work with electronic equipment, they, perhaps more than others, are aware of the inevitable aspect of technological change and are convinced of the necessity to adjust to it in an orderly and reasoned manner. We have confidence that this program will provide the means for such adjustment and will minimize the likelihood of conflict while providing the maximum protection for the union membership and the employer."

A Corporation representative said: "Skilled employees are the backbone of the CBC. It would be impossible to provide superior service to the Canadian public without them.

"We have every confidence that as a result of our having initiated this project we will be assisted in manpower planning to meet the technical innovations that we will need to make use of in the future. But more particularly, we believe that the project will help to allay any of the fears our employees might have about the security and future of their jobs as equipment changes are made throughout the system.

"We are proud of the confidence they have placed in us through their union representatives by entering into a joint study of the manpower problems that lie ahead. They and their union officers have shown both maturity and wisdom in co-operating with us in this venture."

Manpower Assessment Agreement Signed with British Columbia Towing Industry

The Minister of Labour on February 26 announced the signing of an agreement with the Joint Consultative Committee of the British Columbia Towing Industry, providing for a Manpower Assessment Program under the auspices of the Manpower Consultative Service of the Department of Labour. The Joint Consultative Committee represents 46 companies and four maritime unions.

Under the Assessment Program, joint research will be carried out into the manpower problems of the industry and into the planning for solutions to those problems. Dean Emeritus E. D. MacPhee of the Uni-

versity of British Columbia has agreed to head a research subcommittee to carry out the studies.

Manpower adjustment problems in the industry have arisen as a result of technological changes. These changes include the use of larger, more powerful and efficient vessels and barges, changes in steering and control mechanisms, navigational aids and galley equipment. Such changes affect job functions and content. In some cases the whole character of an occupation has changed, and in others a skilled occupation has been virtually eliminated.

Hours-of-Work Clauses Amended, Labour Standards Code Passed

An explanation of proposed amendments to Part I (Hours of Work) of Bill C-126, Canada Labour (Standards) Code, was given by the Minister of Labour in the House of Commons on the resumption on February 16 of consideration in committee. The debate had been broken off on October 19.

The Bill was passed on February 22. The provisions of the Bill as introduced on October 1 were described in the December LABOUR GAZETTE, page 1058.

The Minister said he had received representations from a number of industries expressing concern about the effects of the hours-of-work provisions of the Bill on their operations. The transportation industries, Mr. MacEachen said, had been especially pressing in their protests.

From the representations made, the Government had concluded that for a large part of the employment subject to the Bill, the provisions of Part I would not cause undue dislocation. "There is, however, other employment where, through practice and in the absence of any legal regulation, working hours so exceed the standards set by Part I that compliance within the adjustment period of 18 months would not be possible without hardship," the Minister said. He cited ships' crews and long distance truck drivers as examples.

In some of the industries, the difficulty could be met by deferring the application of the hours-of-work provisions. For others, an extension of time would not provide a solution, and it would be necessary to establish special standards to meet the peculiar conditions of employment.

The amendment to the hours-of-work provisions would allow for a stay of application for not more than 18 months by order of the Minister of Labour, if it could be shown that immediate application would be "unduly prejudicial" to the employees or "seriously detrimental to the operation of the business." If there were reason to believe that the period of 18 months would not allow the undertakings to adapt themselves to the new arrangements, an inquiry would be held.

The purpose of the inquiry would be to decide whether the deferment period ought to be extended. After the inquiry, on the recommendation of the Minister, the Governor in Council might issue an order deferring application for a further period fixed in the order, which period might be extended by later orders.

A deferment order or an extending order, the Minister said, might fix hours-of-work standards for the class of employees to whom it applied. Such an order might require hours

of work to be reduced by stages, or it might set conditions suitable to the situation.

Mr. MacEachen said that he had declined to accede to requests that certain industries should be exempted from the legislation. Some of the concern about the effects of the hours-of-work provisions of the Bill had come about because the degree of flexibility provided for in the Bill had not been fully appreciated.

These provisions allowed for working more than 48 hours a week if a permit were obtained; and calculating overtime and maximum hours over a longer period than a week. In some cases, the principle of averaging would be allowed.

The amendment as passed by the House of Commons provides that when an hours-of-work order is issued by the Governor in Council it may only be varied or revoked following an inquiry.

The Bill was introduced in the Senate on March 2 and given second reading on March 3. It was then referred to the Standing Committee on Banking and Commerce which began hearings on the Bill on the same date.

CLC Union Leaders Meet to Plan Counter-Attack on Quebec's CNTU

Leading officers of more than 40 unions affiliated to the Canadian Labour Congress met last month to plan a counter-offensive against "raiding" by the Confederation of National Trade Unions in Quebec. The Confederation has taken more than 8,000 members from CLC unions during the past year.

The 103 CLC union leaders who attended the conference agreed on the need for pooling staff and resources in order to repel raids in Quebec.

William Dodge, executive vice-president of the CLC, who is in charge of the organizational efforts of the Congress, told the conference that CLC unions had out-organized the CNTU in the unorganized parts of Quebec, but that they had not gained as many members as they had lost to the CNTU.

Recent switches of affiliation have included: 3,900 Montreal bus drivers and 900 drivers employed by the Provincial Transport Company, from the Canadian Brotherhood of Railway, Transport and General Workers to the CNTU; and 1,000 grain elevator workers in Montreal, from the Brotherhood of Railway and Steamship Clerks to the CNTU.

Membership of the CNTU has grown from 95,000 in 1959 to the more than 141,000 reported at the latest convention (L.G., Jan., p. 31). During the past two years, that convention was told, the Confederation added 145 new syndicates, making the total 664.

Judge Lippé Becomes Chairman of Board of Trustees, Maritime Unions

The appointment of Judge René Lippé as chairman of the Board of Trustees of the Maritime Transportation Unions was announced last month by the Minister of Labour. Judge Lippé replaces Mr. Justice Victor L. Dryer, of the Supreme Court of British Columbia, who resigned on December 15, 1964.

The appointment of Joseph MacKenzie, director of organization for the Canadian Labour Congress since its inception in 1956, as a member of the Board to succeed Judge Lippé was announced at the same time. The Minister said that Mr. MacKenzie had been appointed on the nomination of the CLC, from which he has been granted leave of absence while serving as a trustee.

Judge Lippé

Judge Lippé, who is a District Judge of the Magistrate's Court of the Province of Quebec, was appointed along with Mr. Justice Dryer and C. H. Millard to the Board of Trustees when it was first established on October 23, 1963.

The Minister, Hon. Allan J. MacEachen, said that Judge Lippé had at first declined to serve as chairman, but had later agreed to do so in response to a request from the Government.

In effect rejecting a proposal made by Charles Millard, the third trustee, that the Government-appointed board should be abolished in favour of a private trusteeship run by the CLC and the AFL-CIO, Mr. MacEachen said that the Government had never intended that the trusteeship should be made permanent, but that there were still several important matters that needed the attention of the board before the present trusteeship was brought to a close.

Furthermore, the Minister made it clear that no recommendations had been made to the Government by the Board of Trustees, or by any other body, that the trusteeship should be extended to any other industry, nor had the Government any intention of doing so.

Joseph MacKenzie

Joseph MacKenzie is a Scotland-born trade unionist who arrived in Canada at the age of two. After attending schools in Toronto, he entered the printing industry as an apprentice compositor and continued in that trade until he became unemployed during the depression.

In 1933, he went to work in the rubber industry but four years later was fired for union activity. He then joined the staff of the United Rubber Workers of America and became Canadian Director in 1941. He served on the international executive of the United Rubber Workers from 1943 to 1948.

He was a member of the first Political Action Committee formed by the Canadian Congress of Labour in 1943, served on the executive council of the CCL in 1949 and 1950, and on the general organizing committee of the CCL from 1951 to 1953. In 1950 he served as national director of the National Union of Unemployed Workers organized by the CCL. From 1947 to 1951 he was president of the Ontario Federation of Labour.

Mr. MacKenzie joined the staff of the Canadian Congress of Labour in 1950 and in 1953 was appointed national director of organization, a position which he continued to hold following the merger of the Canadian Congress of Labour with the Trades and Labour Congress of Canada in 1956.

CMU Holds Biennial Convention, Elects Staples as President

At the biennial convention of the Canadian Maritime Union, held last month in Ottawa, Jack Staples, of Welland, Ont., was elected president, and James Todd, also of Welland, was re-elected to the post of secretary-treasurer. Robert Smith of Wiarton, Ont., was elected vice-president.

The convention called upon the Canadian government to introduce a subsidy program to encourage the development of a Canadian deep sea merchant marine. Another resolution adopted urged the Government of Canada to negotiate with the United States Government with a view to prohibiting other than Canadian or U.S. ships from plying between Canadian and U.S. ports on inland waters. Other resolutions called for training schools for seamen.

Joseph Morris, executive vice-president of the Canadian Labour Congress, told delegates that there is no satisfactory alternative to collective bargaining as a system for determining wage rates.

The only alternatives to collective bargaining were the setting of wage rates by a government body or by the unilateral action of the employers, he said, and neither of these methods had worked.

Wage Determination in Canada

Wage behaviour in Canada is dominated by economic influences, says new "occasional paper"; consequently, there seems little likelihood that wage increases are a cause of price inflation

The behaviour of wages in Canada is, on the whole, dominated by economic influences; consequently, under present conditions there seems little likelihood that wage increases are a cause of price inflation. At any rate, according to *Wage Determination in Canada*, just published by the Department of Labour, what little evidence there is seems to show that wage movements in the past decade have not exerted any serious pressure on prices.

The publication, by George Saunders, Chief, Labour Management Division, of the Department's Economics and Research Branch, is Occasional Paper No. 3 (L.G., Aug. 1964, p. 645). It is a study of the various influences that affect movements of wages in Canada.

Trade Unionism

In the chapter dealing with the influence of trade unionism on wages, the author says that although in Canada there is little industry-wide collective bargaining on a national scale, "bargains that are struck locally may have far-reaching consequences for wage determination in the economy as a whole, because of the nature and pattern of union organization."

The concentration of unionism, especially the newer industrial unionism, in high wage, large-scale enterprises has resulted in pressures, "not only on the older unionized sectors in declining or relatively stagnant industries such as shipbuilding, printing, street and railway transportation, clothing and textiles, but also on wide areas of the non-union sector." Thus collective bargaining is given a potential influence on wage setting well beyond the limits of union organization.

Although multi-establishment and multi-employer bargaining is limited in Canada, the same result may be obtained via the phenomenon of pattern bargaining, that is, the following by other firms of terms of settlement in "key" firms.

There is little evidence on which to assess fully the extent, nature and influence of "pattern bargaining" in the Canadian economy.

Pattern bargaining, Dr. Saunders says, seems to vary a great deal "with the general economic climate, the degree of competition in the product market, the type and extent of union organization and the nature of collective agreements. Where business is bad or competition fierce, as has been the case in Canada during part of the 1950's, very little

pattern bargaining is discernible. Where unions are organized along craft lines . . . or have limited coverage, the spread of a pattern may be limited. Finally, the fact that collective agreements are signed for fixed periods of time tends to modify the influence of so-called 'key' settlements . . ."

Government Actions

In a chapter on the effect of the actions of government on wage rates, the paper briefly describes the various forms of labour legislation, both federal and provincial, that may influence wages. Referring to government as an employer of labour, it says that "the various levels of government in Canada exercise little influence over wages in general.

"In the first place, government is not a large employer of labour, as it is in most other countries. Second, for wage and working conditions-setting purposes, the Government by and large is a follower of patterns developed in outside industry rather than a leader."

Among the various government measures affecting the supply side of the labour market mentioned by the writer as having a "potentially favourable effect" on wage levels in Canada are: the work of the National Employment Service, with its 200 employment offices across the country, "all working together to reconcile labour supply and demand"; a "selective" immigration policy; the assistance given by the federal Government to the provinces in technical and vocational training; and plans now under way for starting a manpower adjustment program.

"All of these programs are designed to ensure that there is an adequate supply of labour of the right quantity and quality in relation to the manpower demands of the economy. In this way, occupational shortages, lack of mobility and poor utilization of labour do not create unnecessary pressures on labour costs," the bulletin says.

Developments Since 1953

In the chapter on "Wage Developments Since 1953," Dr. Saunders observes: "As would be expected in an economy where wage determination is decentralized and a great deal of freedom is exercised in the wage-setting process, wage behaviour is closely influenced by economic forces.

"Wages rise faster in periods of expansion than in stable or contracting periods.

They reflect changes in the economic fortunes of occupations, industries and geographical areas, and they appear to respond quickly to significant changes in the composition of labour demand and supply. Market forces probably play a more important role in wage determination in Canada than in most, if not all, of the advanced industrial nations of the world"

The chapter then traces the movement of wages during the period 1953-62. On the change in the share of national income that has been going to labour during the period, the paper says, "Labour's share of total income shows a slow but steady increase to 1957, rising from 63 per cent of national income in 1953 to 67 per cent in 1957. Since 1957, the share has changed very little.

"The rise of the labour share to 1957 is but a continuation of a longer-term trend reflecting the relative decline in agriculture (which has a very low ratio of wages to total income) and non-farm unincorporated business, and a relative growth of employment in government and the service industries (which have a very high ratio of wages to total income)."

The author refers to Prof. Sylvia Ostry's study of changes in wages since World War II, and her finding that there had been, in Mr. Saunders' words, "a significant positive correlation between changes in average hourly earnings in both absolute and percentage terms and changes in employment; and little correlation between earnings changes and productivity, concentration, relative labour costs and unionism."

But he says that evidence of a different sort has been compiled to show that unionism may be exercising its own influence on wage behaviour, and that such influence is often hidden in the "aggregative inter-industry" method of analysis. "Unfortunately," he continues, "this evidence is too limited to permit an assessment of the extent and magnitude of the union influence."

Other evidence discussed in the paper and elsewhere suggests that such influence on wages does not appear to have had a serious adverse effect on the economic development of most industries and sectors in the Canadian economy.

Wages, Costs, Prices

In the chapter on Wages, Costs and Prices, referring to the large rise in prices that took place in 1955-58, Dr. Saunders says, "No systematic evidence is available to explain the causes of the price rise in the 1955-58 period, nor is there unanimous opinion concerning the role of wages in price behaviour

"Since many of the price increases of 1957-58 occurred in the weakly unionized

food and services sectors, it does not seem probable that negotiated wage settlements were as important in pushing up prices in that year as has been sometimes suggested.

"Wages in post-war Canada have shown a marked tendency to behave in a manner consistent with the economic experience of individual establishments, companies, industries, occupations and geographical areas. Wages have generally moved quickly or slowly in response to changes in economic activity," the author says in the concluding chapter.

He goes on to say, "as wage differentials now stand in Canada, they are considered wide by international standards. Average weekly wages and salaries in the highest wage region in Canada are one third above the lowest wage region; the highest wage major industry pays 70 per cent more in average weekly wages and salaries than the lowest wage industry; within manufacturing, the highest wage industry has a wage level more than double that of the lowest wage manufacturing industry; wage differentials between skilled and unskilled workers within the same industry often amount to 50 per cent, and in some instances even 100 per cent."

The bulletin attributes these wide differences to the pronounced economic differences within the country, and associates them with "the thousands of independent and separate wage decisions in individual establishments and companies across the country."

Collective bargaining, it says, "has always developed independently plant by plant and locality by locality, and consequently continues to be highly responsive to local conditions and pressures. Co-ordination of wage decisions on a national basis has not developed under these conditions, and there is no basis for its development in an economy where jurisdiction over labour matters is divided among 11 separate governments, and where economic integration of the various sectors is virtually non-existent.

"However, institutional arrangements in the Canadian labour market tend to exert a constant pressure on wages throughout the economy. Although wage patterns may not be discernible, and although they may not yield deliberate uniformity in wage movements, their existence must be admitted as a factor, albeit an unknown factor, in Canadian wage behaviour."

The bulletin is divided into six chapters: 1—Economic Background; 2—Institutional Background: Trade Unionism; 3—Institutional Background: The Government; 4—Wage Developments Since 1953; 5—Wages, Costs and Prices; and 6—Conclusion. At the back of the bulletin there are 15 tables on various aspects of wage changes.

Economic Goals for Canada to 1970

Economic Council of Canada publishes first annual review, in which it examines problem of achieving simultaneously five basic economic and social goals, including full employment

Canada's labour force is expected to grow faster during the 1960's than that of any other industrially advanced country in the western world, says the first annual review of the Economic Council of Canada, titled *Economic Goals for Canada to 1970*.

The rate of increase is likely to be several times the expected rate of increase in most European countries, and more than 50 per cent higher than that in prospect in the United States. Moreover, it is expected to accelerate during the latter half of the 1960's and to remain at a high rate at least until well into the 1970's.

The main purpose of the review, the Council said, was to "examine the problem of achieving simultaneously and consistently certain basic economic and social goals in the Canadian economy" over the next five years.

These goals are five: full employment, a high rate of economic growth, reasonable stability of prices, a viable balance of payments, and an equitable distribution of rising incomes. The goals are defined quantitatively, expressed in the form of targets.

"We are concerned not with blueprints which are likely to become irrelevant . . . but with broad strategy, with basic difficulties, and with methods of approach

"Failure to attain the basic economic objectives set forth in this review would bring heavy costs in terms of unemployment and slow gains in living standards, or in terms of inflation and economic distortions," the Council declares in the introduction to the report.

Labour Force Growth

"An annual rate of increase [of the labour force] of about 2.8 per cent is prospect for the period 1965-70, a rate which is fully one third above the average rate recorded in the 1960-65 period. Thus, with the prospect of an unprecedented addition of over one million persons to the labour force over the five-year period 1965-70, Canada is moving toward one of the highest rates of labour force expansion in its entire history," the report says.

In order to absorb this increase in the labour force, civilian employment in Canada will have to increase from 6,364,000 in 1963 to 7,883,000 by 1970. This will require a net increase of 1,500,000 in the number of jobs—"equivalent to an average annual growth of

3.1 per cent, which is twice the actual employment increase from 1956 to 1963. It is also substantially above the 1.9 per cent annual rate of employment growth in 1946-56."

This means that we are standing at "the threshold of a period in which the pace of expansion in employment will need to be very substantially better than our longer run experience if we are to avoid severe social and economic problems and strains."

Rate of Employment

"In the light of careful studies, we have concluded that a 97-per-cent rate of employment, or a 3-per-cent rate of unemployment, of the labour force would constitute a realistic objective to be aimed at over the balance of the 1960's and that economic policies should be actively directed toward the achievement of this target

"Our target of 3 per cent unemployment, or 97 per cent potential employment of the labour force in 1970, recognizes that in a complex and dynamic industrial economy, a minimal amount of frictional and structural unemployment is normal and natural, and that changing seasons in a country such as Canada will inevitably be accompanied by some elements of seasonal unemployment. . . .

"We recognize that this will not be easily achieved. But we are satisfied that, given favourable domestic and world economic conditions and appropriate economic policies, it is a practicable objective."

The Council, however, did not regard an unemployment rate of 3 per cent as "an ultimate or ideal goal." It said that improved manpower policies could and should be developed that, in the long run, would "help to reduce the minimum levels of frictional, structural and seasonal unemployment, thus making possible a higher employment target"

"Potential Productivity"

The report undertakes to estimate Canada's "potential productivity" during the 1963-70 period. It explains that by "productivity" it means "labour productivity," the ratio of total net output to labour input.

Productivity gains, it says, are "the essence of economic growth, and are the real source of improvements in average living standards."

The Council concluded that "the achievement of potential productivity would require an advance in output per man-hour of 3.0

per cent per year, and in output per person employed of 2.4 per cent per year, over the period 1963 to 1970."

Such gains would be "well above those of the past seven years, but well below those of the 1946-56 period." The "many and varied" forces that had depressed advances in productivity during the previous seven years were thought to have been partly overcome "as the economy has moved to a better performance over the past two or three years."

The output of the Canadian economy, the report said, would have to expand very rapidly and substantially between now and 1970 "if our growing labour force is to be employed both fully and efficiently. The achievement of our potential output target for the economy by 1970 calls for an average advance of 5.5 per cent per year in the volume of total production of goods and services from the actual level in 1963."

This rate of growth in output of 5.5 per cent a year, although it might appear high in some ways, the report said, was "not high in relation to Canada's prospective labour force growth, which is well above previous experience," nor was the ratio of increase of output to the rate of increase of employment high in comparison with recent experience and with expectations in most other industrially advanced countries.

We underscore the fact that any lower potential output than that which we have suggested for 1970 would imply either a lower employment potential or a lower productivity potential, or both.

If actual output in 1970 is below our calculated potential output, it would similarly imply either that actual unemployment will be above our 3 per cent potential unemployment minimum, or that actual productivity growth has fallen short of our 2.4 per cent productivity potential, or both.

Increases in productivity cannot be expected to take place equally in all parts of the economy, the report points out. Special conditions obtain in the agricultural and service divisions, and the non-agricultural goods-producing industries will have to provide the greater part of the improvement required to attain potential output.

But, with the pace of technological advance continuing unabated, "about three quarters of the required new employment opportunities will necessarily have to be developed in the commercial and public service sectors."

For the economy as a whole, the increase in the volume of output required for the economy to move from its actual output in 1963 to its potential level by the end of 1970 will be greater than that actually attained during the 14 years from 1949 to 1963, the report points out.

Stating that potential output can be attained only if it is broadly consistent with

factors on the demand side of the market, the report examines such matters as consumption and investment, international trade and the balance of payments, prices and monetary trends, and fiscal trends and national saving.

Factors in Economic Growth

In a chapter on "Some Significant Factors in Economic Growth," the report deals with trends in agriculture and other primary industries, technological change, research and development, professional and technical manpower, and labour market policy.

"With a high level of output and employment in the rest of the economy, agricultural employment is estimated to decrease by close to 100 thousand, from 641 thousand in 1963 to about 540 thousand in 1970. Such a rate of decline of about 2 per cent per year would be less than the average rate over the postwar period to date of almost 4 per cent per year

"While the decline in Canada's agricultural labour force through the postwar period has been rapid, it is part of a shift that is taking place in all advanced countries. The rate of decline in Canada has been somewhat larger than in most other countries."

But the Council goes on to say that much of the agricultural labour still employed in some areas is redundant. "We continue to have too many farms, with many of the farmers earning low incomes

"Many farmers stay in agriculture when their incomes are low because they lack alternative employment opportunities. They may lack the education, training and financial resources to move, or to enlarge their farm operations as a basis for more adequate incomes. If this situation exists throughout an area, inertia is likely to reinforce the other deficiencies."

The low educational level in agriculture is not easy to rectify, the report says. It makes the point that the cost of education is much higher for farm youth than for city youth, both in direct cost and in indirect cost due to the loss of time that could be spent in helping the father on the farm.

"Similar problems arise in the application of training programs. The incomplete education and training of farm youth creates considerable difficulties in obtaining an adequate level of management for farms, because it is principally from this growth that the new farmers are drawn each generation. The effectiveness of many programs is limited as a result of this continuing difficulty."

Technological Change

In the section on technological change, the report says, "Technological advances create new employment and new occupations by bringing new processes and products into use, reducing costs and widening markets

"At the same time, however, changes of this scope and depth are inevitably accompanied by problems of adjustment for individuals affecting their conditions of work as old jobs and skills become less in demand. Much remains to be learned about the manpower implications and ultimate employment effects of technological change"

An outstanding consequence of technological change is to raise educational and skill requirements. Alertness and a greater measure of responsibility are called for, as well as a heightened ability to communicate.

"Generally, new and expanding occupations and the very nearly indispensable ability to adapt to change itself require a higher platform of basic education than is necessary for routine manipulative and clerical tasks, the report says.

Important advances in technology may impose hardships on individuals that are especially severe during times of slow growth in total demand and output, when few if any new jobs are available for many who are displaced by the introduction of new processes and equipment.

In our analysis of the potentialities for growth in the Canadian economy we have indicated the need for higher and better sustained advances in productivity in the future than over the past decade. This implies, among other things, the need for a sustained, and perhaps even accelerated, pace of technological advance.

But we have also indicated both the possibilities and the needs for far more buoyant demand and employment conditions to 1970 than have prevailed since the mid-1950's.

Under such conditions, the hardships and costs to individuals arising from even a stepped-up rate of technological advance would be far less widespread and severe than has been the case during the extended period of slow and sluggish economic growth over much of the past decade

Current technological change is pervasive and complex, and consists of a combination of many ways of achieving improvement and progress. "This dynamic process, operating in many different points in the economy, clearly requires inter-related and complementary public and private action in respect of basic education, training, retraining, mobility and job placement in order to facilitate the myriad individual adjustments required by ceaselessly changing work patterns and job opportunities. It also poses rapidly changing problems and tasks for labour-management co-operation."

Research and Development

On the subject of research and development, the report says that during the past decade there has been a noteworthy increase in such activity in Canadian industry. It refers to the measures taken by the federal Government in recent years to encourage research by means of special programs, such as the

special income tax incentive scheme, direct assistance programs administered by the National Research Board, and a defence-development-sharing program administered by the Department of Industry. Measures taken by provincial governments are also noted.

The Council points out, however, that during this period other countries have been pushing research and development. The United States is now spending about 3 per cent of gross national product a year on research, and several European countries as well as Japan are spending between 1 and 3 per cent.

The most urgent need in Canada now is for further rapid development in research in the universities and in private industry, the report says. In the universities, the main obstacle has been "the woeful lack of resources," and in private industry, "the main difficulties are likely to lie in the scarcity of professional and highly skilled manpower, and in the adequacy and operation of the available incentives."

Professional Manpower

In a section on professional, technical and other skilled manpower, the report says that during the postwar period it has become more and more apparent that "the future prosperity of a nation will depend in large measure on its success in creating and maintaining an adequate supply of professional, technical, managerial and other highly skilled manpower."

Further on it says, "There is a widespread and growing recognition that the nations which will prosper and maintain their relative standards of living in the years ahead will be those whose organizational and technological skills allow them to move ahead on the waves of scientific progress.

"In Canada, as elsewhere, the impact of rising educational and skill requirements is having profound effects on the composition of the labour force. It is apparent that highly educated workers have not only created work for themselves, but also for many other workers with lesser training."

The report goes on to give statistics that show that the occupational groups that are increasing their share of total employment are those in which a comparatively large proportion of the workers have advanced formal education. In contrast, the occupations requiring the least formal education are declining.

"The supply of highly skilled and professional manpower will undoubtedly be a critical factor in the achievement of our economic goals in the years ahead." Many of the companies with which the Council had had consultations expected that the difficulties

of obtaining adequate numbers of highly skilled staff would become even more acute in the years ahead.

Canada is much less well supplied with people who have business and technical skill than the United States, the Council says. "It is at the postgraduate level that the situation is most critical, since it is from this source that university teachers and high-level research workers are drawn."

Immigration, however, has brought a larger number of highly trained persons into Canada than have left to go to the United States, and the net result has been "to increase the stock of highly trained manpower in Canada, and to improve the quality of the nation's labour force"

"In some instances, the magnitude of immigration has been very great. Between 1953 and 1963, the number of engineers entering Canada from abroad was equal to 73 per cent of the number graduated by Canadian universities"

But the Council expresses a doubt whether the net "brain gain" for Canada can be maintained in the coming years.

"In the short run, it will be necessary to expand efforts to attract new skilled workers from other countries and to retain the ones we now have. But in the longer run a much larger part of the solution must be sought in educating and training a sufficiently high proportion of our own young people in the levels of skills required by a modern industrial society. In particular, the numbers proceeding to postgraduate degrees must be greatly expanded."

It will also be necessary, the Council says, to make the most efficient use of the high-level manpower we already have, and in particular to avoid using them in positions where their qualifications are not needed and that could be filled by less highly qualified persons.

If Canada is to devise appropriate policies for the development of adequate numbers of professional, technical, managerial and other highly skilled workers, much better information regarding the demand and supply must be compiled, not only for these workers as a group, but for individual skills as well. At the present time, great difficulty is encountered in attempting to assess the adequacy of our existing supplies of highly skilled workers in anything beyond the most general terms.

The report refers to agencies in Ottawa that are collecting statistics on certain aspects of changing demand and supply, of which the Department of Labour is one; but it says that there is "no one agency which compiles on a regular basis comprehensive and integrated surveys of anticipated developments in the supply and demand for high-level manpower in the years ahead."

It points out that, because of the long period of training required to produce these workers, it is necessary to be able to anticipate shortages in good time, "so that policies to overcome these deficiencies may be developed and take effect in time. The need for more information and more forward planning in this vital field is urgent."

Labour Market Policy

High employment can be sustained without rising prices and a deterioration of the nation's balance of payments only if there is efficient use of manpower resources, the Council states. No country can achieve maximum efficient utilization of manpower resources without effective labour market policy.

Both the theory and practice of labour market policy are, generally speaking, a postwar development. Labour market policy is concerned with facilitating fuller and more efficient use of manpower. It has acquired increasing importance in many countries with the growing realization that it is crucial to the attainment of national economic goals.

The objectives of labour market policy, the Council says, are to promote not only full employment, but other national economic goals as well. "Labour market policies can contribute to these objectives to the extent that they can influence efficient use of manpower resources."

The object of such policy, in the Council's view, "is to bring about the matching of the supply and the demand for labour in specific localities and occupations in such a way that manpower resources can be most productively utilized.

It has as its purpose both the achievement of high employment and the utilization of the labour force at its maximum productive potential. Workers who are employed at less than their productive potential, whether it is because of problems associated with lack of occupational, industrial or geographical mobility, earn less than they are potentially capable of earning. They contribute less to national productivity than they are potentially capable of contributing. There is thus an important loss of goods and services to the country as a whole.

The national economic loss from inefficient use of manpower resources can be just as great as the economic loss arising from unemployment. Equally important, when there is a mismatching of the supply of, and the demand for labour in an economy operating at a high level of demand, inflationary pressures inevitably arise.

Labour Mobility

"The removal of obstacles to desirable labour mobility is a chief function of labour market policy. For example, effective labour mobility is indispensable to minimizing the duration of unemployment when workers are displaced from their jobs. Shortening the period of unemployment can contribute significantly to economic growth and stability

by increasing the supply of labour needed to match demand. Inadequate labour mobility, by impeding the flow of labour at a time of high demand, results in shortages and bottlenecks which produce upward pressure on production costs."

In a changing economy, some industries will be contracting while others are expanding. The contraction of an industry often seriously affects the general level of employment in the territory in which it is situated. Thus, a declining industry and a depressed territory often go together. In such a case, a lack of labour mobility "may not only prolong problems of the locality, but may also result in expanding industries elsewhere being deprived of needed manpower."

There is thus a two-fold adverse effect on the national economy: the growth of the national product is retarded by unused manpower resources bottled up in a depressed industry or locality; and, at the same time, inflationary pressures may be created as a result of labour shortages in expanding industries or localities. Rigidities of this nature act as a deterrent to growth and handicap a country's competitive ability and its balance of payments position. Furthermore, since idle manpower must also be supported, this imposes an additional cost on the nation as a whole.

The report points out that the importance of labour mobility has increased in recent years owing to the greater rapidity of change and the greater dependence of one national economy on others. Occupational skills may be quickly wiped out through a new technical process, and whole industries may be sent into a decline as a result of technological changes, foreign competition or changes in consumer demand.

The day is probably gone when a new entrant into the labour force could reasonably expect to make one skill last throughout his working life, or perhaps to stay permanently in the same occupation, industry or locality.

With labour mobility having such critical importance to the viability of the economy, it cannot be dismissed as the sole responsibility of the individual. Nor can any local community be expected to assume the entire financial burden of providing training and retraining of its displaced workers when such workers, after training or retraining, may have to move elsewhere for re-employment.

National Employment Service

The dimensions of the problems associated with mobility are such that they can be dealt with adequately only with the assistance of appropriate public policy. "The main agency for implementing and for co-ordinating labour market policy should be the National Employment Service."

Contending that there has been considerable public confusion over the role of an employment service in the economy, the Council defines this role. An employment service "can no longer be regarded as simply an agency

for registering unemployed applicants and taking orders from employers with unfilled vacancies, important as these services are.

"A new concept of the role of an employment service has developed in many of the advanced industrial nations. This concept suggests that the employment service must have the means to promote the occupational, industrial and geographical mobility of the labour force to meet the requirements of a changing industrial economy."

The report says that no criticism of the present administrators of the National Employment Service is intended. Besides being handicapped by shortage of staff and inadequate facilities, the NES has suffered from the fact that it was connected from the outset with the unemployment insurance system.

"It was perhaps inevitable that it should become in part a subordinate agency for referring unemployment insurance applicants to test their availability for work. Unfortunately, the NES has thus throughout its history been regarded by the general public as primarily a servant of unemployment insurance."

Echoing a recommendation of the Gill Committee, the Council says the Department of Labour is "the logical department to assume ultimate responsibility for manpower policies." It continues, "At the same time, however, it must be recognized that the NES must become the key operational agency for implementing manpower policies. It must also become the sole co-ordinating agency of all policies and programs related to the labour market. The allocation of responsibility for carrying out manpower policies among a number of separate branches and agencies will inhibit the development of a properly co-ordinated approach to manpower problems.

"If the NES is to assume the kind of role which we believe to be necessary to implement an active manpower policy, it must be given the highest possible stature within the Department of Labour."

Employer—NES Co-operation

The report emphasizes the point that "active co-operation between the employment service and employer is indispensable. No employment service can fulfil its role effectively without having an accurate and up-to-date knowledge of labour markets. This knowledge can only be obtained if there is an effective relationship between the local employment office and employers in the area. The key to an effective employment service is prompt reporting by employers of their unfilled job vacancies, and their expected vacancies.

"A basic weakness of the present NES is its inability to secure co-operation from enough employers to make it possible for it

to have comprehensive and up-to-date information on job vacancies. Indeed, a lack of comprehensive information on the demand for labour is a striking gap in our basic information about the economy."

The Council emphasizes the importance of voluntary co-operation between employers and local employment offices, and says that compulsion in this matter would frustrate rather than aid the establishment of a good working alliance between employers and NES offices.

The collection, analysis and dissemination of labour market information should be a major function of any employment service, and "the lack of comprehensive data on job vacancies makes labour market analysis at the present time virtually impossible." Besides the use of such information by the NES itself, there is an urgent need for it to be disseminated "in such form that it can be properly understood and used by the general public."

In addition to an excellent placement service, an employment service must have a well developed system of labour market services to facilitate labour mobility. "An employment service which does not possess adequate means to promote such mobility can scarcely hope to succeed in assisting the matching of the supply of, and the demand for labour in such a way that manpower resources can be most productively utilized."

The Council admits that there are many obstacles to labour mobility, but it says that in cases where the obstacle is mainly financial, much can be done; "it is imperative that the NES be empowered to grant adequate allowances, through its local offices, to all workers who need to move to another locality or industry to become re-employed."

The report suggests also that the NES should be in a position to disseminate information about the training opportunities available to those who need further training to enable them to obtain employment.

"Magnitude of the Challenge"

Turning to a more general view, the report returns to "the magnitude of the challenge" of providing a net increase of 1,500,000 jobs between 1963 and 1970. "Considering the slack which still exists in the Canadian economy, as well as the dramatic expansion in the labour force in prospect over the next few years, it is essential to have a large and sustained growth in total effective demand if high employment is to be successfully

achieved and maintained. An appropriate combination of strong expansionary policies is therefore required to generate adequate levels of demand both at home and in export markets in support of rapidly expanding employment."

But it says that the aim of swiftly rising employment is not enough. "There must also be strong emphasis on increased efficiency. Under highly competitive conditions, high rates of productivity growth must be achieved if the goal of sustained high employment is to be reached and maintained. At the same time, successful attainment of consistent high employment can be a powerful contributing factor to sustained productivity growth."

The report points out the danger that "strong demand conditions favourable to high employment and sustained economic growth may also encourage rapid or persistent increases in prices which would have unfortunate consequences."

Dealing again with adjustment to change and the mobility of resources, the report says, "Economic growth necessarily implies the expansion of some activities and the withering of others, the emergence of new products and the extinction of others, growing requirements for some skills and declines for others, the development of new knowledge and better techniques and the obsolescence and upsetting of traditional and established know-how and methods. Moreover, the swifter the pace of growth, the swifter and the more uneven will be these processes of change. Conversely, where there is little or no change there will be little or no growth."

When individual workers and firms are affected by falling demand for their services or products, governments may be urged and tempted to subsidize and support declining and less efficient industries, employers are tempted to seek shelter behind trade restrictions, and labour unions are tempted to cling to old working rules. "Obviously, if such defensive and negative approaches prevail, both change and growth will be curtailed."

Recently, the Council says, increasing attention has been given to means of facilitating adjustment to changes. "Greater co-operation and consultation between management and labour, based on better information and adequate longer range anticipation of impending changes, could in our judgment make an important contribution to orderly change in the interests of both parties."

Contribution of Collective Bargaining to Adjustment to Technological Change

Widespread application of new technology is dominant factor shaping present collective bargaining developments, says speaker at Conference on Manpower Implications of Automation

It is clear to even the most casual observer that the dominant consideration shaping present collective bargaining developments in the United States is the widespread application of new technology, said Arnold R. Weber of the Graduate School of Business, University of Chicago. Mr. Weber spoke on, "Variety in Adaptation to Technological Change: The Contribution of Collective Bargaining," at the North American Joint Conference on the Requirements of Automated Jobs (L.G., Feb., p. 102).

In going on to outline the methods by which unions sought to deal with the reduction in employment consequent upon the extension of the use of labour-saving machines and methods, Mr. Weber quoted the late Sumner Slichter as saying that these methods fell into three broad classes: methods of obstruction, of competition and of control.

"Because of either enlightenment or resignation, trade unions generally have abandoned the first two approaches," he remarked, and for the most part, they have adopted "a strategy of benign control." At present, the idea of control went beyond such things as the determination of manning requirements, wage payments, and so on, and included "the management of change and the allocation of the work force" within both the firm and the labour market at large.

Management of change, he said, included four broad categories of measures: the use of normal administrative and economic processes, the sharing of available job opportunities, economic guarantees and indemnification, and facilitating the transfer of workers to jobs outside the firm.

Early Notice

Mr. Weber went on to deal in some detail with these various methods of adjustment and with specific instances in which they had been applied. Technological changes often require a considerable period of time to complete, and this period may be made use of in preparing ways of reducing the impact of the change on the work force. One of these is giving early notice of the changes to the employees who are expected to be involved.

The possible benefits of advance notice of large-scale displacement of labour due to technological change are so obvious that it is surprising that they have rarely been incorporated in labour-management agreements

in the United States. Clauses dealing with layoffs commonly found in agreements are designed to deal with marginal fluctuations in the size of the work force rather than with drastic adjustments.

The apparent reluctance of management to advance notice provisions suited to the requirements of mass displacement arises from a number of "delicate economic and tactical considerations," such as the fear that it will have an adverse effect on the morale and productivity of the employee, or that the union will try to block or hinder the changes. Union leaders, on their side, may be concerned about what sort of attitude they should adopt toward the introduction of changes that may mean chronic unemployment for some of their members.

Besides these considerations of strategy, there is the objection that a fixed term of notice is not feasible because the time required to introduce the changes may vary widely from one case to another.

But, the speaker said, although these problems are real enough, available evidence indicates that they are generally exaggerated, and that the benefits from advance notice will exceed the possible costs.

The "Attrition" Approach

Once a procedure for advance notice and planning has been established, he said, other normal economic processes can be employed to mitigate the employment effects of changing technology. One of these is the "attrition approach." He said, however, that the attrition method did not solve all difficulties; and it worked best when the rate of contraction of the labour force due to this set of causes was approximately equal to, or greater than the rate of displacement due to technological change.

In cases where "natural" attrition was not sufficient, resort was had to "controlled" attrition by which a collective agreement put a limit on the rate of decline in the number of positions. "Controlled" attrition sought to manipulate the decline in job opportunities but a third form, "induced" attrition was used to hasten the rate of turnover by offering inducements, such as early retirement benefits to employees to withdraw from the firm or the labour market.

But although early retirement was a simple and appealing solution to the prospect of technological unemployment, it had its drawbacks, such as the severe pressures to which union leaders were subjected in deciding between the conflicting demands of the younger and the older workers, and the fact that early retirement for some workers might mean empty idleness rather than a prelude to the "golden years".

Job Sharing

Mr. Weber next turned to a consideration of the various forms of job-sharing plans favoured by American unions. "Where the burden of displacement associated with technological change falls most heavily on a few departments or plants, programs will be developed to expand the unit of employment opportunities. In contrast, when the impact of new technology is evenly felt throughout the work force in a given industry or bargaining unit, the union is likely to strive for a reduction in the hours of work on a daily or annual basis."

The speaker described the various forms of job-sharing plans, which included modifications of the seniority system in the plant, increasing the opportunities of transfer to new occupations, and establishment of systems of transfer from one plant to another.

Enlarging seniority units and providing for "bumping" by senior employees might avert problems of equity, but Mr. Weber said, these innovations suffer from an inherent shortcoming as a device for sharing job opportunities: they afford the senior worker greater immunity from the consequences of technical change, but this means that the brunt of unemployment will be borne by junior workers. "In order to overcome this limitation, some unions have sought to expand the unit of economic opportunity to include occupational sectors in which the number of jobs has been relatively stable or increasing"

Connected with plans for expanding the unit of economic opportunity were relocation and moving allowances and retraining programs. Regarding the latter, Mr. Weber said that the training requirements posed by transfer programs have not created any extreme problems of administration. In many cases, the jobs in the new units are sufficiently comparable to those in the old facilities so that the worker can perform satisfactorily after a relatively short break-in period. The experiences in the automobile and meat-packing industries, in particular, indicate that transfer programs can be implemented without imposing heavy training costs"

Shortening Hours

Referring to shortening working hours as a remedy for technological unemployment, he remarked that the use of shorter hours as a method of adjusting to technical change, at least in the short run, has been sternly resisted by management on the grounds of the relationship between operating costs and shorter hours.

In addition, the fact that the demand for shorter hours is often linked with other demands to maintain the previous level of weekly compensation by increasing hourly wages, is not calculated to assuage management's suspicions concerning the unions' motives for pressing policies in this area.

"In any case, the unions' current efforts to reduce the hours of work on a daily or weekly basis generally have been unsuccessful. The successes registered to date have been achieved in those industries that already enjoy relatively short hours by national standards." But the success, for example, of the ITU and the IBEW in New York was not typical and was due to special local conditions.

Shortening Work Year

Efforts to reduce the length of the work year had been more successful than those that aimed at reducing the length of the day or week, he said. He cited the "sabbatical leave" introduced in the United States basic steel, can and aluminum industries; and other "ingenious" methods of reducing the annual hours of work, including the widespread increase in length of paid vacations and the shortening of the qualifying period of service.

Regardless of the route taken to achieve a reduction in hours, this approach to technological displacement poses several operational problems. First, where the pressure for efficiency is great, the anticipated job openings may not be forthcoming as management seeks to operate without additional manpower. Although it is too early to reach any conclusive judgments, this pattern appears to be emerging in the steel industry.

The experience of the electrical workers in New York also appeared to have been that the number of new jobs that had resulted from the shortening of the work week had fallen considerably short of the number suggested by "initial projections."

Second, it is not clear that workers—or their wives—prefer increased leisure over money income. The incidence of moonlighting and the apparent appetite of workers for overtime at premium pay may minimize the expansion of job opportunities promised by shorter hours.

Economic Guarantees

Economic guarantees and indemnities for displaced workers described by Mr. Weber included guarantees of jobs of minimum earnings for a prescribed period and lump-sum payments. Of such plans, he remarked, "to

a degree, economic guarantees are subject to the observation that was sometimes made concerning the guaranteed annual wage: where it is most needed, it is impractical; where it is practical, it is not needed"

In practice, economic guarantees are most likely to emerge under two sets of conditions. First, such guarantees may be established where there is a prospect that they can be honoured with negligible or moderate costs. In this situation, the true significance of a guarantee is that it creates a financial goad to management to engage in systematic manpower planning, involving the full exploitation of attrition minimizing the costs of assurance of jobs or income. The guarantee, in effect, is a safeguard against the contingency that technical change will be introduced without regard to the interests of the labour force.

Second, employment and income guarantees for a limited time period may be accepted by management as the *quid pro quo* for the right to introduce changes that promise substantial improvements in efficiency. Even though the cost of the guarantees is heavy, it is overbalanced by the anticipated benefits. The offer of a guarantee may be necessary to overcome union resistance to the modification of work rules that limit management's discretion in the use of new methods. In this sense, economic guarantees are a form of collective indemnification which approach the conventional concept of severance pay.

The indemnification approach, in its own right, avoids most of the complications associated with a continuing attachment of workers to a firm with declining employment opportunities. Instead, measures such as severance pay usually signify a final break in the employee-employer relationship. With a few exceptions, receipt of severance pay also liquidates any rights to other benefits provided under the agreement.

Because of the special condition required, economic guarantees have not been widely used in dealing with the consequences of technical change

Severance Pay

Referring to severance pay, Mr. Weber said:

Indemnification through lump sum severance payments is a terminal step in the adjustment to technical change within the bargaining relationship. In theory, severance pay may contribute in diverse ways to the adjustment process.

First, it presumably offers the employee some restitution for the loss of high "property rights" in a job. Second, severance pay provides the displaced worker with resources to meet his financial obligations while canvassing the labour market for a new job. And third, when the aggregate amount of severance pay is substantial and paid as an out-of-pocket expense rather than on a funded basis, the cost might create a short term deterrent to the rapid introduction of labour-saving technology.

There is insufficient evidence to support any conclusive evaluation of the relationship between the theoretical and practical consequences of severance pay. In any case, severance pay provisions are now found in approximately 30 per cent of the collective bargaining agreements in the United States.

Finally, the speaker dealt with plans devised to help displaced workers to find new jobs in the general labour market. He said:

When labour displacement becomes an irrevocable fact, the workers are cast into the labour market where they must fend for themselves. In fact and theory, the labour market is still the principle mechanism for adjusting to new manpower requirements in the economy. In this respect, professional economists have found great comfort in the operation of "the invisible hand" in the market place. There is ample evidence, however, that in specific instances this "invisible hand" is all thumbs and may benefit from visible guidance by unions and management.

The possible types of guidance are two-fold: efforts to facilitate placement with other firms, and occupational retraining. In almost all cases where such programs have been implemented, they were extra-contractual in nature. They reflected the willingness of the parties to extend the scope of their obligations beyond the plant gate or union hall, especially when there was large scale displacement in a short period of time.

Direct placement campaigns for displaced workers often must overcome formidable obstacles. Frequently, the job seekers suffer from handicaps identified with race, age, education, and the lack of transferable skills. In addition, the labour market must be sufficiently broad and buoyant to create some probability that the quest for new employment will end in success. Within these limitations, the parties can make a modest contribution to the adjustment process by collecting and disseminating job information and by counselling job seekers in the realities of the labour market. Management representatives may actively canvass other employers, while the union can take steps to organize the "grapevine" that functions in every labour market. Another important measure is the initiation of early and active co-operation with the local office of the Employment Service, which may be geared to handle large groups of displaced workers on a special project basis.

The results of union-management placement efforts have been highly variable.

Retraining, Mr. Weber remarked, had of recent years come in for increased attention from unions and management as "a potentially useful adjunct to placement efforts. Because many of the workers who are most vulnerable to technological displacement have minimal or non-transferable skills, retraining can promote occupational mobility and thus re-employment in the labour market. Training programs for jobs outside the bargaining relationship have been initiated by union-management agreement in a few cases

Programs for retraining have been subject to the same problems and frustrations that arise in any educational activity The availability of adequate vocational education facilities, the duration of the training, the characteristics of the trainees and the arrangements for financial support during the period of training all have a profound effect upon the success of the retraining effort. Moreover, the prospect of returning to school for a prolonged period of intensive study may not be attractive to a middle-aged worker who has been away from a formal educational situation for many years.

He commented, however, that the Armour experience in the meat-packing industry, in particular, indicated that "jointly sponsored retraining programs can have a constructive influence on the adjustment process." Although experience of the first attempt of the Armour Automation Committee had not been encouraging, a later and more carefully organized project had enabled 96.5 per cent of the male trainees to find jobs within a year after the plant had shut down, whereas only 72 per cent of those not trained had been able to do so.

Mr. Weber said, however, "It is not likely that many other unions and managements will engage in private, experimental retraining efforts to facilitate employment outside the bargaining unit. To be effective, such programs require the commitment of considerable resources and intensive administration over a prolonged period. Most unions and managements probably are unwilling to make this commitment, and instead will choose to direct their energies to devising methods for conserving job opportunities within the framework of the relationship . . ."

In summary, Mr. Weber said, "The response of collective bargaining to the chal-

lenges posed by technological change once again demonstrates that institution's capacity to engender a variety of programs to deal with the problems at hand. The variety of programs, in turn, reflects the diversity in the tempo and impact of technological change in the American economy. . . .

"Undoubtedly unions and companies will continue to experiment with solutions to the problems posed by technological change. This capacity for experimentation has been one of the enduring virtues of the American system of collective bargaining. In the immediate years ahead, however, the greatest progress can be made not by a series of random innovations, but rather by refining available measures and tying them together in a coherent program

"The problems of adjustment to technological change are not likely to abate in the immediate years ahead. Nonetheless, within the limitations imposed on any single institution in a free society, collective bargaining probably will respond to the challenge of the new technology with more vitality than resignation. The circumstances require nothing less than the best efforts on both sides of the bargaining table."

The Current Status of Labour-Management Co-operation in Canada

Canadian labour and management will sooner or later be faced with choice of co-operating voluntarily or being compelled to do so, states paper at National Labour-Management Conference

Canadian labour and management will sooner or later be faced with the choice of co-operating voluntarily or being compelled to do so by government and the tenor of public opinion. This is the conclusion drawn by Dr. W. D. Wood, Director of the Industrial Relations Centre of Queen's University, in "The Current Status of Labour-Management Co-operation in Canada," a study commissioned by the Economic Council of Canada for the National Conference on Labour-Management Relations (L.G., Jan., p. 22).

The question to be considered is no longer whether co-operation should be adopted in Canada, says Dr. Wood. The pertinent questions are how much co-operation should we have, what kind of co-operation, what shall be the specific purposes, and what factors facilitate it?

Labour-management co-operation is a means rather than an end in itself, says Dr. Wood. It is a method of achieving a particular objective or set of objectives, rather than

something to be pursued for its own sake. The method may be formal or informal; it may be carried out at different levels of industry and the economy; and it may be one of several quite different types. It is a systematic approach for the achievement of industrial relations and economic goals, not to be confused with what Dr. Wood terms the "good fellow" approach to common problems.

National and regional economic co-operation involves reaching a consensus on goals, identifying and understanding problems, and co-operating to develop public and private policies to meet and solve them. This provides a framework for decisions in the private sector consistent with those at the higher levels of economy. At these levels, labour-management co-operation is clearly an aspect of economic planning. In Canada, we have what is known as "free" planning, where emphasis is on consultation, persuasion, education and voluntary co-operation, without government compulsion and direction.

The second broad type of co-operation takes place at the level of plant, firm and industry. It is characterized by joint problem-solving approaches, a more rational approach toward bargaining issues, and improvement in the co-operative aspects of collective bargaining. Its main purposes are to improve the effectiveness of free collective bargaining, and of managerial and trade union policies, and, at the same time, to ensure that private policy is in harmony with broader public policies.

Two basic assumptions underlying such "realistic co-operation" are free collective bargaining and an enterprise economy in which there are no major shifts in the present mix between the private and public sectors. Government is already an integral part of our economic system.

The important problem is to ensure that government policies are appropriate for achieving our national goals as well as for providing a climate for the most effective operation of the private sector of the economy.

Why do we need co-operation?

The rationale Dr. Wood advances for increased economic co-operation at both levels is economic. It is based on the premise that co-operation can have positive effects on the economy through improved motivation, through better public and private policies, and through more effective implementation of policies.

Despite a general improvement in the outlook, there are problems that face the economy today—automation, persistent unemployment, changes in the make-up of the labour force, increasing international competition, changing market structures, lagging rates of growth, and the problem of achieving appropriate incomes and price structures.

"Unless labour and management take a more constructive approach toward problems, eliminating unnecessary conflict, free collective bargaining may well be restricted, in view of those economic problems and a declining public tolerance of power bargaining".

Moreover, there is increasing likelihood that, if labour and management do not themselves make constructive efforts to solve problems within the framework of free collective bargaining, government will step in to ensure that they do take more positive approaches.

Probably in no area today is there a better rationale for co-operation, and greater scope for co-operation, than in the field of education, the study suggests. Lack of appropriate levels of education and skills underlies such economic and industrial relations

problems as the persistent hard core of unemployment, the displacement and downgrading of many skills caused by automation, and the general concern for job security. This is an area of vital interest to both labour and management, and one in which there is great opportunity for co-operative efforts.

How much co-operation?

How much co-operation is needed? The efficiency of industry depends on healthy and constructive differences between labour and management as well as on co-operation between the two. It is important, therefore, to distinguish conflict that is constructive, and thus necessary, from that which is unnecessary.

Largely, this is a question of carving out those areas where there is mutuality of interest and adopting joint problem-solving approaches to them. Where differences remain, Canadian experience indicates that accommodation will be arrived at more easily if progress is first made in solving mutual problems.

Factors facilitating co-operation

The industrial relations experience of many countries suggests that labour-management co-operation generally emerges during periods of economic crisis. This "crisis hypothesis" has been borne out by Canadian experience, most notably in the development of joint labour-management committees during World War II, under the stimulus of the war effort; in the approaches that particular companies and industries have adopted to deal with problems which have faced them; and in the increased interest in co-operation that has followed in the wake of the 1956-57 recession.

On the other hand, co-operation has developed in many instances in what appear to be quite ordinary circumstances—out of a gradual maturing of relationships.

Is there at present in Canada a crisis of the sort that can facilitate labour-management co-operation? Dr. Wood maintains that the economic problems facing the country at the moment undoubtedly fit into the crisis concept. In addition, six other key factors which facilitate co-operation are outlined by Dr. Wood:

1. *Objectives and goals.* Since co-operation is essentially a method of approach, it must have specific goals. In order to achieve "realistic co-operation," it is clear that there must first be general agreement about national economic goals, and about the need for better public and private policies to reach them.

Within this framework, and with greater knowledge, information and discussion, mutual objectives can be isolated at other levels of the economy and the parties' self-interests more clearly identified. In many

cases, the interests of the parties may be closer to the national interest than they now appreciate.

2. *Attitudes.* If we are to achieve our economic goals, there must be a willingness on the part of labour and management to co-operate and a recognition that there are mutual benefits to be gained from co-operation. There is need to develop a problem-solving climate for co-operation at all levels, one in which there is less emphasis on traditional stands and more on coming to grips with the problems of today in a positive way. Labour and management must approach matters more with a view to reaching agreement rather than to discovering how much each can gain.

3. *Knowledge and information.* The factor that underlies much of the unnecessary conflict between labour and management is lack of knowledge about mutual goals and problems. Knowledge is particularly important in free planning and free collective bargaining, which can operate effectively only if individual groups know what their self-interests and mutual interests are.

If we are to have effective public and private policies, it is essential that we have the facts and analysis necessary to understand present-day problems as well as to take a more rational approach to them. Past experience alone is not enough for the new and complex problems we face at all levels of the economy.

4. *Institutional security.* A necessary condition for co-operation is institutional security for both labour and management. Trade unions will be reluctant to co-operate with management if it appears to them that, through co-operation, the union institution is likely to be weakened. Management must have security that co-operation will not involve undue restrictions on the operation of the enterprise system, and that, at the plant level, it will not handicap management's responsibility for management of the concern. Indeed, co-operation generally develops and functions to best advantage in an environment of established and stabilized collective bargaining relationships.

Labour and management must recognize that each has a legitimate role to play and that, consequently, each has a right to its continued existence. This does not mean that labour and management should be in full agreement with each other's objectives; it does mean that there should be mutual understanding of them.

5. *Favourable external environment.* This does not mean that there should be no problems to solve. It does mean that government economic and social policies and legislation should provide an appropriate climate for solving problems through co-operation.

Without a continuing full employment objective, for example, together with appropriate policies to cushion the shock of unemployment and displacement, co-operation may be interpreted by workers and trade unions, particularly at the plant level, as presenting a threat to job security, as well as to the security of the union. In such circumstances, economic crisis may serve as a barrier rather than a stimulus to co-operation.

It is also important that these and other policies within each level of government and between governments should be in harmony with our goals. We need a continuous review of economic policies to ensure that they are in step with today's world, that they are consistent with each other within and between all levels of government, and that they provide a climate for co-operation.

Along with appropriate economic and related policies, we also need leadership by governments in promoting co-operation to achieve goals. Since labour-management relations is primarily a provincial responsibility, there must be appropriate leadership at this level.

Finally, it is important that labour relations legislation should facilitate co-operation. We need to examine whether present legislation, with its emphasis on achieving agreement as quickly as possible under crisis deadlines, is appropriate for the kind of complex problems that face the parties today. It may be questioned whether it gives labour and management the flexibility and time they need to handle complicated problems in a period of rapid change. What the parties need is time for longer-run study, consultation and discussion away from the deadline of crisis situations at the bargaining table.

6. *Mechanisms and approaches.* Co-operation cannot develop without appropriate mechanisms at all levels to get it going and to enable it to operate effectively. At the national level, we need an independent body to give, through research and study, over-all purpose to co-operation, and to provide a forum for developing a consensus on goals, problems and methods. With the establishment of the Economic Council of Canada, this important mechanism appears to have been provided.

At the level of the regional economy, there must be independent bodies, such as provincial economic councils, which can provide the mechanism for co-operation to achieve regional goals in tune with the national interests.

One of the biggest tasks ahead will be that of translating national and regional economic goals and problems to management and unions at the plant level. In this respect, an important contribution could be made by

trade unions and employer groups. Both must take the time now to review their role in view of the complex problems facing them.

Although no blueprint can be suggested for co-operation on the plant level, it has been shown that many problems can be ironed out through such means as joint meetings prior to negotiations, continuous discussion between contract negotiations, joint study groups, and use of experimental agreements.

Canadian Experience

The main conclusions that can be drawn about the various Canadian experiments in labour-management co-operation over the years are that these have been sporadic, that they have not been carried out on a broad front, and that they have had little co-ordination or sense of purpose. There have been some encouraging successes but also a number of disturbing failures.

The CNR program of co-operation, one of the most successful union-management plans in Canada, was introduced during the 1920's and has continued to operate to the present day.

During the 1930's, there were no significant developments in labour-management co-operation, possibly because the high levels of unemployment in that decade did not provide a favourable climate for co-operation.

With the onset of World War II, however, joint production committees developed throughout a number of Canadian industries, mainly those which were essential to the war effort. These committees were characterized by emphasis on production problems at the plant level.

After the war, the work of promoting labour-management production committees was assumed by the Labour-Management Co-operation Service of the Department of La-

bour. There has been a considerable increase in the number of these committees, but the emphasis now is on general problems rather than on production.

A new phase of labour-management co-operation began in the late fifties, in response to the recession of 1956-57. This phase is characterized by an increased emphasis on co-operation at the national and regional levels of the economy rather than at the level of the plant.

Two significant examples of this trend were the creation of the National Productivity Council in 1960, and the establishment in 1963 of the Economic Council of Canada which took over many functions of its predecessor.

Of the Economic Council of Canada, Dr. Wood says: "Perhaps the main importance of the Economic Council is that it provides a mechanism for joint co-operation on the broader questions of the Canadian economy and, for the first time, provides a framework to give a sense of direction and purpose to co-operation at lower levels of the economy."

Accompanying these developments at the national level, some form of economic council or related body was established by most of the provinces. There has also been developing or renewed activity in the area of joint proposals on labour legislation, most notably in Quebec, Manitoba and Nova Scotia.

Developments in individual plants or industries have not kept pace with those at higher levels, although there have been scattered examples of co-operation such as those at Domtar and Abitibi. Over the years, however, there has been a gradual improvement in accommodation through collective bargaining which fact suggests that there has been a steady, if undramatic maturing of relationships.

World Labour Situation in 1964

No change in pattern of previous years: continued improvement in industrialized countries with no narrowing of gap between them and developing countries, says International Labour Office

The world labour situation in 1964 followed the pattern of previous years: continued improvement in the industrialized countries, and a persistently wide gap between industrialized and developing countries. Such is the picture that emerges from statistics collected by the International Labour Office.

Most industrialized countries continued to enjoy a period of notable prosperity. Economic expansion continued, employment rose, unemployment declined and an increasing

number of European countries called in foreign labour. Higher wages were only partly absorbed by higher consumer prices. In a few industrialized countries, however, expansion tended to slow down toward the end of the year.

Figures for developing countries are still scattered, but information received indicates that these countries continue to suffer from high rates of unemployment and under-employment.

The World Situation

Employment records established in 1963 were broken in 1964 in virtually all industrialized countries despite a great decline in the number of persons employed in agriculture. With the exception of Argentina, Switzerland and Zambia, employment in manufacturing increased in all countries for which data are available, often at a faster rate than in 1963.

In the industrialized countries, unemployment remained at a very low level or dropped even more. The manpower shortage from which several European countries suffer, and particularly the shortage of skilled workers, became still more acute. In the United Kingdom and the United States, a long period of increasing unemployment was reversed. In the United States, however, almost 5 per cent of the labour force is still unemployed.

Employment

As in the previous years, employment went up in virtually all the countries for which figures are available; only Italy, Malawi and Zambia reported declines in employment.

Record figures were reached in many industrialized countries, often as a result of increased numbers of women workers and of recourse to foreign labour. In July 1964, the number of employed persons in Canada approached 7 million for the first time.

In the Federal Republic of Germany, the arrival of the millionth foreign worker was celebrated early in the autumn of 1964. At that time, foreign workers in Switzerland numbered some 900,000. Austria, Belgium, France, Luxembourg and The Netherlands also employ many foreign workers, chiefly from Italy, Spain, Greece, Turkey and Portugal.

The rise in the general level of employment seldom exceeded 2 per cent, however. In most industrialized countries, it was slowed down by a continuing drop in agricultural employment. This decline was particularly notable in Canada, Denmark, Finland, Italy, Japan, Puerto Rico and the United States. In the United States, almost a million workers left the land during the past five years.

Employment in manufacturing remained stable or increased in almost all the countries for which statistics are available. It rose less than 1 per cent in Austria, Colombia, France, The Netherlands and Sweden, and 6 per cent or more in Yugoslavia and Zambia. Canada, New Zealand and Puerto Rico reported a rise of about 5 per cent.

Unemployment

Unemployment continued to diminish in most industrialized countries; in many of them, it reached a very low level, often less than 1 per cent of the total labour force. In some countries, such as Luxembourg and Switzerland, there are virtually no registered unemployed.

An appreciable drop in numbers of unemployed was observed, notably in Australia, Denmark, the United Kingdom and the United States. In Austria, Belgium, Canada, the Federal Republic of Germany, India, Israel, Japan, New Zealand, Norway and Yugoslavia, there were fewer unemployed at the end of 1964 than at the end of the previous year.

In the United States, for the first time since 1957, unemployment remained under 5 per cent of the total labour force for five consecutive months.

In the United Kingdom, unemployment, which had increased almost continuously from August 1961 to February 1963, began to diminish in March 1963. This drop has continued almost without interruption since then, and the number of unemployed in each month of 1964 was less than that in the corresponding month of 1963 and in November fell to a figure lower than any recorded for that month in seven years.

Money Wages and Real Wages

Money wages increased in the 30 or so countries for which data are available. The rises were variable, ranging from less than 2 per cent in Ceylon to 45 per cent in Argentina.

The rise was between 10 and 20 per cent in six countries, between 5 to 10 per cent in eight countries. In seven other countries, including Canada and the United States, the rate of increase was from 2 to 5 per cent.

In Argentina, Canada, Ireland and the United Kingdom, weekly earnings increased more than hourly wage rates because longer hours were worked. For instance, in the United Kingdom, during one week in October 1964, more than one third of the workers employed in the manufacturing industries worked an average of 8 hours overtime, and the total overtime—about 17 million hours—was the highest on record.

Taking account of the rise in prices, real earnings increased less than money wages. Real wages increased more than 5 per cent in eight countries, and from 2 to 5 per cent in 14 others.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Total civilian labour force (a)</i>.....(000)	Feb. 20	6,844	- 0.2	+ 2.3
Employed.....(000)	Feb. 20	6,446	0.0	+ 3.6
Agriculture.....(000)	Feb. 20	508	- 1.0	- 10.9
Non-agriculture.....(000)	Feb. 20	5,938	+ 0.1	+ 5.0
Paid workers.....(000)	Feb. 20	5,417	0.0	+ 5.6
At work 35 hours or more.....(000)	Feb. 20	5,395	+ 0.1	+ 2.2
At work less than 35 hours.....(000)	Feb. 20	857	- 0.6	+ 12.3
Employed but not at work.....(000)	Feb. 20	194	0.0	+ 7.2
Unemployed.....(000)	Feb. 20	398	- 2.5	- 14.8
Atlantic.....(000)	Feb. 20	78	+21.9	+ 6.8
Quebec.....(000)	Feb. 20	144	- 9.4	- 18.2
Ontario.....(000)	Feb. 20	93	- 5.1	- 19.1
Prairie.....(000)	Feb. 20	46	- 2.1	- 17.9
Pacific.....(000)	Feb. 20	37	- 7.5	- 21.3
Without work and seeking work.....(000)	Feb. 20	369	- 3.7	- 15.8
On temporary layoff up to 30 days.....(000)	Feb. 20	29	+16.0	0.0
<i>Industrial employment (1949=100)</i>	December	131.2	- 2.6	+ 4.9
Manufacturing employment (1949=100).....	December	121.9	- 2.0	+ 5.2
<i>Immigration</i>	Year 1964	112,606	.....	+ 20.9
Destined to the labour force.....	Year 1964	56,190	.....	+ 22.5
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	February	50	+ 6.4	+ 8.7
No. of workers involved.....	February	26,596	-10.7	+234.2
Duration in man days.....	February	294,100	+33.5	+256.9
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.).....	December	\$85.70	- 2.6	+ 5.0
Average hourly earnings (mfg.).....	December	\$ 2.08	+ 2.0	+ 3.0
Average hours worked per week (mfg.).....	December	38.9	- 5.6	+ 2.4
Average weekly wages (mfg.).....	December	\$80.85	- 3.8	+ 5.6
Consumer price index (1949=100).....	February	137.2	+ 0.2	+ 2.0
Index numbers of weekly wages in 1949 dollars (1949=100).....	December	141.5	- 3.9	+ 3.6
Total labour income.....\$000,000.	December	1,977	- 2.8	+ 8.6
<i>Industrial Production</i>				
Total (average 1949=100).....	January	214.4	+ 0.8	+ 6.1
Manufacturing.....	January	184.6	+ 0.2	+ 6.6
Durables.....	January	195.0	+ 4.6	+ 7.0
Non-durables.....	January	175.7	- 3.7	+ 6.2
<i>New Residential Construction (b)</i>				
Starts.....	February	5,753	-15.6	- 4.4
Completions.....	February	8,060	+13.6	+ 0.4
Under construction.....	February	87,514	- 2.7	+ 10.9

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

Employment and Unemployment, February

There was no appreciable change between January and February in either employment or unemployment. During this period in the past two years also, changes were relatively small.

Employment in February was estimated at 6,446,000, the number of unemployed at 398,000.

Unemployment in February represented 5.8 per cent of the labour force, compared with 7.0 per cent in February 1964 and 8.4 per cent in February 1963. In January this year, the unemployment rate was 6.0 per cent; seasonally adjusted, 4.3 per cent. Seasonally adjusted, the February 1965 unemployment rate was 4.0 per cent.

Employment in February was 223,000 higher and unemployment 69,000 lower than a year earlier.

The labour force, at 6,844,000, was 154,000 or 2.3 per cent higher than in February 1964.

Employment

Both farm and non-farm employment remained stable between January and February.

In almost all non-farm industries, employment was well maintained during the month. The construction industry in particular remained very active for the time of year. Activity in residential construction continued at a very high level, stimulated by the Gov-

ernment incentive program for winter house-building.

Total employment in February was 3.6 per cent higher than a year earlier. Year-to-year increases of about this magnitude occurred throughout the past year and a half. The average annual increase during the last decade was 2.3 per cent.

Non-farm employment was up over the year by 285,000 or 5.0 per cent. Service and manufacturing continued to show the largest gains. Farm employment in February was estimated at 508,000, down 62,000 from February 1964.

Employment was higher than a year ago in all regions. The largest percentage increase—5.8 per cent—was in British Columbia.

Unemployment

Unemployment showed no appreciable change between January and February, whereas in previous years it frequently increased during this period. The February estimate of 398,000 was 69,000 lower than a year earlier. Virtually all of the decline was among men.

Of the 398,000 unemployed in February, some 292,000, or nearly three fourths of the total, had been unemployed for three months or less. An estimated 59,000 had been seeking work for four to six months, and 47,000 for seven months or more.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	Feb. 1965	Feb. 1964	Feb. 1965	Feb. 1964	Feb. 1965	Feb. 1964	Feb. 1965	Feb. 1964
Metropolitan.....	4	6	8	6	.....	.....	.....	.....
Major Industrial.....	11	13	13	11	2	2	.....	.....
Major Agricultural.....	5	5	9	9	.....	.....	.....	.....
Minor.....	25	28	28	27	5	3	.....	.....
Total.....	45	52	58	53	7	5	.....	.....

CLASSIFICATION OF LABOUR MARKET AREAS—FEBRUARY

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Quebec-Levis St. John's Vancouver- New Westminster- Mission City Winnipeg	Calgary Edmonton Halifax Hamilton Montreal Ottawa-Hull Toronto Windsor		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non- agricultural activity)	Corner Brook CORNWALL Granby-Farnham- Cowansville Joliette Lac St. Jean Moncton New Glasgow Shawinigan Sherbrooke Sydney-Sydney Mines Trois Rivières	Brantford Fort William- Port Arthur Kingston London Niagara Peninsula Oshawa Peterborough Rouyn-Val d'Or Saint John Sarnia Subdury Timmins-Kirkland Lake- New Liskeard Victoria	Guelph Kitchener	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	Charlottetown Prince Albert Riviere du Loup Thetford-Lac Megantic- St. Georges Yorkton	Barrie Brandon Chatham Lethbridge Moose Jaw North Battleford Red Deer Regina Saskatoon		
MINOR AREAS (labour force 10,000 to 25,000)	Bathurst Bracebridge Bridgewater Campbellton Dauphin Dawson Creek Drummondville Edmundston Gaspe Grand Falls Kentville Montmagny Newcastle Okanagan Valley Portage la Prairie Quebec North Shore Rimouski Ste. Agathe-St. Jerome St. Stephen Sorel Summerside Valleyfield Victoriaville Woodstock, N.B. Yarmouth	Beauharnois Belleville-Trenton Brampton → CENTRAL VANCOUVER ISLAND → CHILLIWACK Cranbrook Drumheller Fredericton Goderich Grand Prairie → KAMLOOPS Lachute-St. Therese Lindsay Medicine Hat North Bay Owen Sound Pembroke Prince George-Quesnel Prince Rupert St. Hyacinthe St. Jean Sault Ste. Marie Simcoe Swift Current Trail-Nelson Truro Walkerton Weyburn	Galt Listowel St. Thomas Stratford Woodstock- Tillsonburg	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used see page 207, February issue.

Major Settlements in 1964

In 1964, more than 175 major agreements were negotiated in Canada in industrial sectors other than construction. These settlements covered approximately 422,000 workers in bargaining units of 500 or more employees.

Of these agreements, nearly 20 per cent were for a term of one year, 47 per cent were to run for two years, and 30 per cent were to be in force for three years. The remainder of the contracts were for other lengths of time.

Five of the major settlements that were concluded during the year provided for no general wage increases, but incorporated other changes in contract provisions.

Of 33 one-year agreements, 42 per cent provided for wage increases on labour rates ranging from 6 to 10 cents an hour, the most common wage increase being 7 cents an hour. In 18 per cent of the one-year contracts,

labour rate increases ranged from 11 to 15 cents an hour.

Forty-eight per cent of the 83 wage settlements having a term of two years included labour or base rate increases of 10 to 15 cents an hour. More than two-fifths of the two-year contracts provided for wage increases in the range of 16 to 20 cents an hour. The most frequent wage increases, embodied in 19 out of the 83 two-year agreements, were 11 and 12 cents an hour.

Of 52 three-year contracts negotiated by employers and labour organizations, 20 included hourly wage increases on labour rates of 15 to 20 cents; most of the wage increases in this range were from 16 to 18 cents an hour. Wage increases of 21 to 25 cents an hour were provided for in 14 three-year agreements, half of which gave 24 cents an hour on labour rates. Seven contracts gave wage increases in the range of 26 to 30 cents an hour.

WAGE SETTLEMENTS DURING 1964, BY INDUSTRY

Collective agreements covering 500 or more employees concluded between January 1 and December 31, 1964, excluding agreements in the construction industry and agreements with wage terms in piece or mileage rates only. The data are based on preliminary reports where copies of new collective agreements had not been received before compilation.

Industry and Total Wage Increase in Cents per Hour*	Term of Agreement in Months									
	Under 15		15-20		21-26		27-32		33 and over	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
Forestry										
6.....	1	600								
11.....					3	8,400				
13.....	1				1	3,000				
14.....	1				1	1,800				
22.....					6	5,200				
25.....					1	1,000				
30.....									1	500
Mining										
7.....	2	2,300								
16.....					1	600				
23.....									1	2,100
Manufacturing										
0.....	3	2,700			1	1,200				
4.....	1	1,100								
6.....					2	1,550				
7.....	2	1,300			1	810				
8.....	1	4,000			1	800	1	1,800		
9.....	1	2,000			1	600				
10.....	3	5,430			4	2,800			2	4,500
11.....	3	5,730			4	3,630			1	800
12.....					9	17,790			1	1,000
13.....					3	1,940	1	530		
14.....					4	3,000			1	1,000
15.....									1	8,500
16.....					2	2,200			3	6,190
17.....									3	3,980
18.....					3	7,000	1	580	8	11,110
20.....							1	4,000		
23.....									1	900
24.....									7	25,270
25.....									1	3,500
26.....					1	600				
27.....									1	900
28.....					1	27,000†			1	550

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

WAGE SETTLEMENTS DURING 1964, BY INDUSTRY—Concluded

Industry and Total Wage Increase in Cents per Hour*	Term of Agreement in Months									
	Under 15		15-20		21-26		27-32		33 and over	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
Manufacturing—Conc.										
30.....									1	2,000
37.....									2	5,200†
45.....									1	550
Transportation, Storage and Communication										
2.....	2	2,130								
4.....	1	8,400								
5.....					1	730				
6.....					1	700				
7.....	1	10,200								
9.....			1	1,000						
10.....					1	500				
12.....					1	1,400				
15.....	1	520					1	4,400		
16.....					1	1,000			1	2,000
17.....							1	950		
18.....					2	100,550				
19.....					1	850				
24.....					1	750				
25.....									1	1,200
26.....									1	740
29.....					1	4,700				
Public Utility Operation										
0.....	1	900								
9.....			1	1,500						
11.....					1	8,500				
16.....					1	750				
20.....									1	2,000
22.....					1	1,900				
Trade										
14.....					1	4,000				
15.....					2	2,550				
16.....									1	800
18.....					1	1,300				
22.....									1	700
23.....					1	700				
25.....									2	3,800
27.....									1	800
30.....									1	850
Service										
3.....	1	700								
4.....	2	1,130								
5.....	1	1,200								
6.....									1	1,000
7.....	1	740								
8.....	1	5,000			1	500				
9.....					1	700				
10.....					1	700				
11.....					1	2,000				
13.....	2	1,600			2	1,950				
16.....									2	3,050
17.....	1	2,000								
19.....					2	2,750				
20.....	1	550			5	8,730			1	550
23.....					1	800				
33.....					1	10,000				
39.....									1	1,500
Total.....	33	60,230	2	2,500	83	249,930	6	12,260	52	97,540

*The wage increases shown relate only to base rates, i.e., labour rates or their equivalent. Fractions of a cent are rounded to nearest cent. The data on the number of employees covered are approximate and include all classifications covered by the agreement.

†Includes employees in logging operations.

Collective Bargaining Scene

Agreements covering 500 or more employees,
excluding those in the construction industry

Part I—Agreements Expiring During March, April and May

(except those under negotiation in February)

Company and Location	Union
Anglo-Nfld. Development, Grand Falls, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Associated Fur Industries, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Bowater's Nfld. Pulp & Paper, Corner Brook, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Cdn. Marconi, Montreal, Que.	Marconi Empl. Council (Ind.)
Council of Printing Industries, Toronto, Ont.	Typographical Union (AFL-CIO/CLC)
David & Frere, Montreal, Que.	Empl. Assn. (Ind.)
Dominion Rubber (Footwear & Warehouse Divs.), Guelph & Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dominion Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dunlop Canada Limited, Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
E. B. Eddy, Hull, Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Machinists. (AFL-CIO/CLC)
Eldorado Mining & Refining, Eldorado, Sask.	Mine, Mill & Smelter Wkrs. (Ind.)
Fairey Aviation, Eastern Passage, N.S.	Machinists (AFL-CIO/CLC)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
B. F. Goodrich, Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hotel Chateau Frontenac (CPR), Quebec, Que.	Railway, Transport & General Wkrs. (CLC)
Hotel Royal York (CPR), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC)
Hudson Bay Mining & Smelting, Flin Flon, Man.	CLC-chartered local, Machinists (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Boilermakers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), Painters (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
International Harvester Co. of Canada, Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
Kellogg Company, London, Ont.	Millers (AFL-CIO/CLC)
McIntyre Porcupine Mines, Schumacher, Ont.	Steelworkers (AFL-CIO/CLC)
Motor Transport Industrial Relations Bureau, Ont.	Teamsters (Ind.) (mechanics)
Quebec Hydro-Electric Commission, Montreal & other centres	Quebec Hydro-Electric Commission Office Empl. Syndicate (Ind.)
RCA Victor, Montreal, Que.	RCA Salaried Empl. Assn. (Ind.)
Rio Algom Mines (Nordic Mine), Algoma Mills, Ont.	Steelworkers (AFL-CIO/CLC)
Saskatchewan Power Corp.	Oil Wkrs. (AFL-CIO/CLC)
Saskatchewan Government	Sask. Govt. Empl. Assn. (Ind.) (labour service empl.)
Shell Oil, Montreal, Que.	Shell Empl. Council (Ind.)
Thompson Products, St. Catharines, Ont.	Empl. Assn. (Ind.)
White Spot Restaurants, Vancouver & Victoria, B.C.	White Spot Empl. Union (Ind.)

Part II—Negotiations in Progress During February

(except those concluded in February)

Bargaining

Company and Location	Union
Abitibi Power & Paper & subsids., Que., Ont. & Man.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs., (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Air Canada, system-wide	Air Line Flight Attendants (CLC)
Alberta Government Telephones	IBEW (AFL-CIO/CLC) (plant empl.)
Alberta Government Telephones	IBEW (AFL-CIO/CLC) (traffic empl.)
American Can Co. of Canada, Hamilton, Simcoe, Ont. & Montreal, Que.	CLC-chartered locals
Anaconda American Brass, New Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Asbestos Corp. & Flintkote Mines, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
Assn. des Marchands Detaillants (Produits Alimentaires), Quebec, Que.	Commerce & Office Empl. (CNTU)

Company and Location	Union
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (male empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (female empl.)
Atomic Energy of Canada, Chalk River & Deep River, Ont.	Atomic Energy Allied Council (AFL-CIO/CLC)
Bowaters Mersey Paper, Anglo-Cdn. Pulp & Paper, Domtar Newsprint & James MacLaren Co., N.S. & Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
British American Oil Co., Clarkson, Ont.	Oil Wkrs. (AFL-CIO/CLC)
B.C. Hydro & Power Authority	IBEW (AFL-CIO/CLC)
B.C. Hydro & Power Authority	Office Empl. (AFL-CIO/CLC)
Burnaby District, B.C.	Public Empl. (CLC) (outside, inside empl. & foremen)
Calgary City, Alta.	Public Empl. (CLC) (inside empl.)
Calgary City, Alta.	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Calgary Power & Farm Electric Services, Alta.	Calgary Power Empl. Assn. (Ind.)
Cdn. Cannery, Vancouver & Penticton, B.C.	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. Industries Limited, Brownsburg, Que.	Mine Wkrs. (Ind.)
Cdn. International Paper & New Brunswick International Paper, N.B. & Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), International Operating Engineers (AFL-CIO), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC) & Plumbers (AFL-CIO/CLC)
Canada Iron Foundries, Three Rivers, Que.	Moulders (AFL-CIO/CLC)
Cdn. Johns-Manville, Asbestos, Que.	Mining Empl. Federation (CNTU)
Cdn. Johns-Manville, Port Union, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Cdn. Lithographers' Assn., Toronto, Hamilton, London, Ottawa, Ont. & Montreal, Que.	Lithographers & Photo Engravers (AFL-CIO) (Ind.)
Catelli Food Products, Montreal, Que.	Bakery Wkrs. (CLC)
Cockshutt Farm Equipment of Canada, Brantford, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Papermakers (AFL-CIO/CLC) & Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Nicauba, Que.	Bush Wkrs., Farmers' Union (Ind.)
Consolidated Paper, Port Alfred, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Shawinigan, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Trenche Dist., Que.	Bush Wkrs., Farmers' Union (Ind.)
Continental Can Co. of Canada, Chatham, Toronto, New Toronto, Ont., Edmonton, Alta., & Vancouver, B.C.	Steelworkers (AFL-CIO/CLC)
Consumers Glass, Ville St. Pierre, Que.	CNTU-chartered local
Dominion Coal, Glace Bay, N.S.	Mine Wkrs. (Ind.)
Domtar Newsprint & Domtar Construction Materials, Donnacona, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Domtar Newsprint, Red Rock, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Domtar Pulp & Paper (Howard Smith Paper Div.), Cornwall, Ont.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
Eastern Canada Stevedoring & other companies, Toronto, Ont.	ILA (AFL-CIO/CLC)
Employing Printers' Assn. of Montreal, Montreal, Que.	Bookbinders (AFL-CIO/CLC)
Employing Printers' Assn. of Montreal, Montreal, Que.	Printing Pressmen (AFL-CIO/CLC)
Fisheries Assn. of B.C.	United Fishermen (Ind.) (canning & cold storage empl.)
Fisheries Assn. of B.C.	United Fishermen (Ind.) (tendermen)
Fraser Valley Milk Producers' Assn. & other dairies, Vancouver & New Westminster, B.C.	Teamsters (Ind.)
Fur Mfrs. Guild, Montreal, Que.	Butcher Workmen (AFL-CIO/CLC)
Fur Trade Assn. of Canada, Montreal, Que., Toronto, Ont. & Winnipeg, Man.	Butcher Workmen (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)

Company and Location	Union
Hamilton City, Ont.	Public Empl. (CLC) (inside empl.)
Hamilton City, Ont.	Public Empl. (CLC) (outside empl.)
Hawker Siddeley (Canadian Car Div.), Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
H. J. Heinz Co. of Canada, Leamington, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Hopital General St-Vincent de Paul & Hopital d'Youville et Hospice du Sacre-Coeur, Sherbrooke, Que.	Service Empl. Federation (CNTL)
Hotel Chateau Laurier (CNR), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)
John Inglis Co. Limited, Toronto & Scarborough, Ont.	Steelworkers (AFL-CIO/CLC)
Kerr-Addison Gold Mines, Virginiatown, Ont.	Kerr-Addison Empl. Assn. (Ind.)
Kimberly-Clark Paper, Terrace Bay, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
KVP Company, Espanola, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Ladies Cloak & Suit Mfrs. Assn., Winnipeg, Man.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Lake Asbestos of Quebec, Black Lake, Que.	Mining Empl. Federation (CNTU)
London City, Ontario	Public Empl. (CLC) (outside empl.)
Walter M. Lowney Co., Sherbrooke, Que.	Bakery Wkrs. (CLC)
MacDonald Tobacco, Montreal, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Manitoba Hydro	IBEW (AFL-CIO/CLC)
Manitoba Telephone System	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Manitoba Telephone System	IBEW (AFL-CIO/CLC) (electrical craft empl.)
Marathon Corp., Marathon, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Molson's Brewery Quebec Ltd., Montreal, Que.	Molson's Empl. Assn. (Ind.)
Montreal City, Que.	Public Empl. (CLC) (outside empl.)
Montreal Transportation Commission, Montreal, Que.	Public Service Empl. Federation (CNTU)
National Harbours Board, Montreal, Que.	CNTU-chartered local
New Brunswick Power Commission, province-wide	IBEW (AFL-CIO/CLC)
Northern Electric, Belleville, Ont. & Montreal, Que.	Northern Electric Empl. Assn. (Ind.)
Northern Electric, Montreal, Que.	Northern Electric Office Empl. Assn. (Ind.)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Ontario-Minnesota Paper, Fort Frances & Kenora, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Firemen and Oilers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Ontario Paper, Thorold, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Firemen & Oilers (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), ILA (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Phillips Cables Ltd., Brockville, Ont.	IUE (AFL-CIO/CLC)
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Price Bros., Dolbeau, Kenogami & Shipshaw, Que.	Bush Wkrs., Farmers' Union (Ind.)
Provincial Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Provincial Transport, Montreal, Que.	Public Service Empl. Federation (CNTU)
Quebec Iron & Titanium, Sorel, Que.	Metal Trades' Federation (CNTU)
Quebec North Shore Paper & Manicouagan Power Co., Baie Comeau, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Quebec North Shore Paper, Baie Comeau, Franquequin & Shelter Bay, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Rothmans of Pall Mall Canada Ltd., Quebec, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Royal Alexandra Hospital, Edmonton, Alta.	Public Empl. (CLC)
St. Boniface General Hospital, St. Boniface, Man.	Empl. Union of Hospital Institutions (Ind.)
Saskatchewan Government Telephones	Communications Wkrs. (AFL-CIO/CLC)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask.	CLC-chartered local & Public Empl. (CLC)
Saskatoon City, Sask.	Public Empl. (CLC) (inside & outside empl.)
Silverwood Dairies, Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Spruce Falls Power & Paper & Kimberly-Clark of Canada, Kapuskasing, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Steinberg's Ltd., Island of Montreal, Que.	Steinberg's Empl. Protective Assn. (Ind.)
Steinberg's Ltd., Island of Montreal, Que.	Steinberg's Warehouse & Transport Empl. Assn. (Ind.)
Telegram Publishing, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Union Carbide (Metals & Carbon Div.), Welland, Ont.	UE (Ind.)

Company and Location	Union
Vancouver City, B.C.	Fire Fighters (AFL-CIO/CLC)
Winnipeg City, Man.	Public Empl. (CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)
Conciliation Officer	
Automotive Transport Labour Relations Assn., B.C.	Teamsters (Ind.)
Brewers Warehousing, province-wide, Ont.	Brewery Wkrs. (AFL-CIO/CLC)
B.C. Hotels Assn., New Westminster, Burnaby & Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Continental Can Co. of Canada, St. Laurent, Que.	Steelworkers (AFL-CIO/CLC)
Firestone Tire & Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Fry-Cadbury Ltd., Montreal, Que.	Bakery Wkrs. (CLC)
Goodyear Tire & Rubber, Bowmanville, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Goodyear Tire & Rubber, New Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hospitals (7), Three Rivers, Cap de la Madeleine, Grand'Mere, Shawinigan & La Tuque, Que.	Service Empl. Federation (CNTU)
Lakehead terminal elevators, Fort William & Port Arthur, Ont.	Railway Clerks (AFL-CIO/CLC)
Montreal City, Que.	Fire Fighters (AFL-CIO/CLC)
Montreal City, Que.	Public Service Empl. Federation (CNTU) (inside empl.)
Northern Electric, Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC) (shop, warehouse & installation empl.)
Ocean Cement Limited, Greater Vancouver, Fraser Valley & Vancouver Island, B.C.	Teamsters (Ind.)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Prestolite, Sarnia, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Toronto Electric Commissioners, Toronto, Ont.	Public Empl. (CLC)
Victoria Hospital, London, Ont.	Building Service Empl. (AFL-CIO/CLC)
Hiram Walker & Sons, Walkerville, Ont.	Distillery Wkrs. (AFL-CIO/CLC)

Conciliation Board

Vancouver Police Commissioners Board, B.C.	B.C. Peace Officers (CLC)
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Post-Conciliation Bargaining

B.C. Towboat Owners' Assn.	Merchant Service Guild (CLC) & Railway, Transport & General Workers (CLC)
Canada Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)
Cdn. Acme Screw & Gear, Monroe Acme, Galt Machine & Marmont Acme, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)

Arbitration

Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)
Shawinigan Water & Power, province-wide, Que.	Public Service Empl. Federation (CNTU)

Work Stoppage

Chrysler Canada Limited, Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC)
DuPont of Canada, Kingston, Ont.	Mine Wkrs. (Ind.)
Nfld. Employers' Assn., St. John's, Nfld.	Longshoremen's Protective Union (Ind.)

Part III—Settlements Reached During February

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

Algoma Steel Corp., Sault Ste. Marie, Ont.—Steelworkers (AFL-CIO/CLC): 2-yr. agreement covering 5,500 empl.—wage increases of 10¢ an hr. retroactive to Aug. 1, 1964 and 5¢ an hr. eff. Aug. 1, 1965; increment between job classes to be 6.7¢ eff. Aug. 1, 1965 (at present 6.5¢); employer contributions toward premiums of welfare plans increased to 10.8¢ an hr. Jan. 1, 1965 (formerly 7.8¢); life insurance increased to \$7,000 (formerly \$5,000) and weekly indemnity increased to \$55 payable up to 52 wks. (formerly \$45 payable up to 26 wks); evening and night shift premiums to be increased to 9¢ and 11¢ respectively eff. Aug. 1, 1965 (at present 7¢ and 9¢); Sunday premium to be increased to 25¢ an hr. eff. Aug. 1, 1965 (at present 15¢); jury duty supplement introduced Jan. 1, 1965; 2 wks. vacation after 1 yr. of service (formerly after 3 yrs.), 3 wks. vacation after 10 yrs. of service (formerly after 15 yrs.), 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.) and 5 wks. vacation after 30 yrs. of service (new provision), plus vacation bonus of 20% of vacation pay; new provision for extended pre-retirement vacations graduated from 1 to 5 wks. for empl. 61 to 65 yrs. of age after 25 yrs. of service; rate for labourer Aug 1, 1965 will be \$2.20 an hr.; agreement to expire July 31, 1966.

Algoma Ore Properties, Wawa, Ont.—Steelworkers (AFL-CIO/CLC): 2-yr. agreement covering 730 empl.—terms similar to Algoma Steel Corp. settlement; rate for labourer Aug. 1, 1965 will be \$2.20 an hr.; agreement to expire July 31, 1966.

Bell Telephone Co. of Canada, Que. & Ont.—Traffic Empl. Assn. (Ind.): 1-yr. agreement covering 8,500 empl.—salary increases ranging from \$1.75 to \$4.75 a wk. on top rates, depending on localities, eff. Feb. 25, 1965; work week to be 37½ hrs. in all localities (formerly 40 hrs. in smaller localities); daily trick differentials of 25¢ to 35¢ for tricks beginning before 7:00 a.m. introduced; daily trick differentials for evening tricks on Saturday to range from 40¢ to \$1.25 and for night tricks on Saturday from \$1.25 to \$1.60; top rate for operator (Montreal, Toronto and Windsor) Feb. 25, 1965, becomes \$71.50 a wk.; agreement to expire Feb. 24, 1966.

Canada Steamship Lines & other Great Lakes carriers—Seafarers (AFL-CIO) (unlicensed empl.): 3-yr. agreement covering 3,000 empl.—wage increases of 8.4% retroactive to June 1, 1964, 13.8% eff. June 1, 1965 and 19.5% eff. June 1, 1966 for ordinary seamen; wage increases of 6.9% retroactive to June 1, 1964, 12.2% eff. June 1, 1965 and 17.8% eff. June 1, 1966 for oilers; labour-management committee to draft job security plan; industry-wide portable pension plan to be put into effect by Jan. 1, 1966—employers and empl. to contribute equally; benefits to be \$100 a mo. at age 60 or after 30 yrs. of service (\$3.33 a mo. per yr. of contributory service) if a government pension plan is inaugurated during the life of the agreement; benefits to be \$144 a mo. at age 60 or after 30 yrs. of service (\$4.80 a mo. per yr. of contributory service) if no government pension plan is inaugurated during the life of the agreement; rate for deckhand June 1, 1966 will be \$380.86 a mo.; agreement to expire May 31, 1967.

Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.—Clothing Wkrs. Federation (CNTU): 3-yr. agreement covering 2,000 empl.—general wage increases of 5¢ an hr. for all empl. retroactive to Dec. 7, 1964; additional wage increases of 1½¢ an hr. retroactive to Dec. 7, 1964, and 1½¢ an hr. eff. Dec. 6, 1965 for certain classifications; employers to allocate 4¢ an hr. eff. June 30, 1965 toward fringe benefits; agreement to expire Dec. 6, 1967.

Council of Printing Industries of Ontario, Toronto, Ont.—Printing Pressmen (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—wage increases of 7¢ an hr. retroactive to Dec. 1, 1964, 8¢ an hr. eff. Sept. 1, 1965 and 7¢ an hr. eff. June 1, 1966 for assistants; wage increases of 9¢ an hr. retroactive to Dec. 1, 1964, 8¢ an hr. eff. Sept. 1, 1965 and 9¢ an hr. eff. June 1, 1966, for pressmen; 3 wks. vacation after 5 yrs. of service (formerly after 7 yrs.); rate for pressman assistant will be \$3.26 an hr. June 1, 1966; agreement to expire Nov. 30, 1966.

Crow's Nest Pass Coal Co. Ltd., Michel, B.C.—Mine Wkrs. (Ind.): 2½-yr. agreement covering 570 empl.—wage increases of 64¢ a day retroactive to July 3, 1964, 80¢ a day retroactive to Jan. 1, 1965 and 96¢ a day eff. Jan. 1, 1966; additional wage increases of \$1.00 a day for tradesmen and foremen retroactive to July 3, 1964; evening and night shift premium increased by 2¢ and 3¢ an hr. respectively in 1965 and by 3¢ and 5¢ an hr. respectively in 1966; 12 paid holidays (formerly 10); group life insurance increased to \$1,500 (formerly \$1,000); 3 wks. vacation after 15 yrs. of service in 1965 (new provision); rate for surface labourer Jan. 1, 1966 will be \$17.67 a day and for miner, \$18.55 a day; agreement to expire Dec. 31, 1966.

Ford Motor Co. of Canada, Windsor, Ont.—Auto Wkrs. (AFL-CIO/CLC) (office empl.): 3-yr. agreement covering 500 empl.—general salary increases of \$10.40 a mo. or 2.5%, whichever is greater, eff. Feb. 16, 1965 and Feb. 16, 1966, and \$12.13 a mo. or 2.8%, whichever is greater, eff. Feb. 16, 1967; additional salary increase of \$8.67 a mo. eff. Feb. 16, 1965; evening and night shift premiums to be 5% and 10% respectively (formerly 12¢ and 18¢ an hr.); Dec. 24 and Dec. 31 to be full holidays (formerly half holidays) and Boxing Day to be tenth paid holiday; 3 wks. vacation after 3 yrs. of service (formerly after 10 yrs.) and 4 wks. vacation after 10 yrs. of service; company-paid Blue Cross prescription drug plan introduced; premiums for medical-surgical insurance for retired empl. to be paid by company (company paid 50% of premiums previously); Rand formula adopted; salary for typist Feb. 16, 1967 will be \$361 a mo.; agreement to expire Feb. 18, 1968.

Garment Mfrs. Assn. of Western Canada, Winnipeg, Man.—Amalgamated Clothing Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 1,800 empl.—general wage increases for piece wkrs. of 4% in first yr. of agreement, 3% in second yr. and 4% in third yr.; beginner's rate increased to 82½¢ an hr. (formerly 75¢ an hr.); Boxing Day to be ninth paid holiday; 2 wks. vacation (formerly 1 wk.) after 1 yr. of service; rates for cutter will be \$2.09 an hr. and for piece worker an average of \$1.35 an hr. Dec. 15, 1966; agreement to expire Dec. 14, 1967.

Massey-Ferguson, Toronto, Braniford & Woodstock, Ont.—Auto Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 5,000 empl.—settlement pay of \$15 for empl. on payroll Feb. 4, 1965 (equivalent to 5¢ an hr. retroactive to Dec. 16, 1964); general wage increases of 6¢ an hr. or 2½%, whichever is greater, eff. Feb. 24, 1965 and Dec. 16, 1965; additional general wage increase of 5¢ an hr. eff. Feb. 24, 1965 and for skilled trades 7¢ an hr. additional eff. Feb. 24, 1965; 1¢ an hr. to be allocated toward inequity adjustments; company to propose new "wage equity" program in second yr. of agreement—if new wage schedule not agreeable to parties, wage increase of 7¢ an hr. or 2.8%, whichever is greater, will take effect Dec. 16, 1966; off shift premiums to be 12¢ and hr. and 18¢ an hr. (formerly 9¢ an hr.); company to pay full premiums of group health insurance for empl. and dependents eff. Feb. 1965 (single empl. contributed monthly 55¢ and married empl. \$1.10 previously); life insurance to range from \$5,500 to \$8,000 (formerly \$4,500); new survivor benefit of \$100 a mo. payable for 24 mos.; bridge benefit of \$100 a mo. for employee's widow who is 50 yrs. of age or over on date of employee's death payable until re-marriage or receipt of government benefits or age 70; weekly indemnity, payable up to 26 wks., increased to 55% of weekly earnings thus ranging from \$55 to \$80; company-paid Blue Cross prescription drug plan adopted; company to pay health insurance premiums (formerly 50%) for pensioners, and pensioners' life insurance increased to \$1,500 or one year's pension (formerly \$750), whichever is greater; tuition refund plan established to reimburse up to \$300 per calendar yr. empl. completing approved courses; Toronto Factory retraining program instituted to provide extensive on-the-job training; maximum weekly benefits under SUB plan increased to \$50 (formerly \$40) and additional \$1.50 per dependent up to 4 dependents maintained, and to be available also to empl. who have exhausted unemployment insurance benefits; separation pay increased by 40%;

(Continued on page 298)

Building Standards for the Handicapped

"Building Standards for the Handicapped," recently published as supplement to National Building Code, contains standards intended to make public buildings accessible to handicapped

"Everything important in life seems to be at the top of the stairs," says Diane Crowe of Brookfield, N.S., a 16-year-old paraplegic.

After an automobile accident in 1963, she spent a year at the Nova Scotia Rehabilitation Centre and learned to look after herself and get about on her own in a wheelchair. Now she has returned to high school to continue her education.

But at the very beginning she has discovered one of the major difficulties in the average community for a handicapped person: steps, steps, steps. The dentist's office is upstairs. The doctor is downstairs. Three steps at the entrance to the post office are an effective barrier.

She would like to shop for a new dress but the revolving door at the entrance keeps her out of the store. There is another door, but it is too narrow to admit her wheelchair.

There are many like Diane in Canada. It is estimated that almost one out of every seven Canadians—which means more than two million persons—has a permanent physical disability, or an infirmity associated with aging. Can anything be done so that the Dianas of our country can live a full and complete life?

A few communities have recognized the problem and have taken steps to improve facilities in their own localities. Their efforts have shown that it can be done with profit for everyone.

National Program

Now an important step in developing a national program to eliminate barriers in building has been taken.

Under the auspices of the National Research Council, a subcommittee of the Associate Committee on the National Building Code was established a little more than a year ago to consider the problem. This committee is composed of representatives from the Departments of Labour, Health and Welfare, and from several voluntary agencies.

The committee has now produced a document, which has been published as a supplement to the National Building Code. Known as "Building Standards for the Handicapped," this document will serve as a useful guide for anyone who requires details and specifications in planning and building, as well as

for those engaged in rehabilitation services and physically handicapped persons doing their own planning.

Purpose of the Standards

The purpose and scope of the document is outlined in Chapter I in these terms:

"These Standards, supplementing the National Building Code of Canada, are intended to make public buildings accessible to and usable by the physically handicapped without assistance. The application of these standards in the construction or remodelling of buildings used by the public will help the physically handicapped to participate in many additional community activities."

The standards are concerned with the use of buildings by persons who are non-ambulatory or semi-ambulatory, or who have disabilities of sight, hearing, and co-ordination or suffer from disabilities brought on by aging.

Included in the 20-page booklet are sections dealing with site development, curbs, walks and parking lots as well as entrances, ramps, stairs, toilet rooms, elevators, telephones, water fountains, etc. It makes reference to fixtures, hardware, switches and controls and lists specific dimensions of wheelchairs and the space requirements for the movements of a person in a wheelchair or on crutches.

The National Research Council will include the supplement in the 1965 issue of the National Building Code. Eventually a copy should be in government offices connected with planning and building, as well as in the hands of architects, builders and private contractors.

The document, however, will have legal status only when a municipal or civic body formally takes steps to make it mandatory by adopting these standards along with the Building Code. It will be up to rehabilitation agencies, voluntary groups and private citizens to work toward the adoption of these standards within their own communities.

Implementation of the Standards will in no way detract from the normal use of buildings or facilities by those who are not handicapped. In fact, it will make buildings more accessible and safer for all who use them while ensuring for the handicapped and the aged a happier, fuller and more productive life.

The Aging Worker in the Canadian Economy

Lessening of job opportunities for aging workers due in part to employers' irrationality but in part to inability of some workers to make adjustments to changes in the labour market

The progressive lessening of job opportunities for the aging worker may be due in part to irrationality on the part of employers; but there are other factors, according to the latest study by the Department of Labour.

The report of this study has recently been published under the title, *The Aging Worker in the Canadian Economy*. Prepared by the Department's Economics and Research Branch, it is a revised and up-to-date edition of a previous study published in 1959 under the same title.

The report states that: "Although discrimination against the older worker just because he is getting old may be a significant barrier in many cases, this study suggests that a number of other barriers may exist. These are institutional factors that are a reflection of economic change and the inability of some workers who are growing older to make necessary adjustments to changing opportunities in the labour market. Part of the solution, then, is to attack prejudice; the other part, and probably the more important one, is to assist the aging worker in making the necessary readjustments."

Worker's Ability to Adjust

The study suggests that the problem of job opportunities for older workers in the future will be determined to a large extent by the pace and character of economic changes and the ability of workers to adjust to these changes. If society is aware of these developments and their impact on older workers, it can do much to help them adjust to change, and can do much to help create opportunities more in line with the contributions that these people are able to make.

The study examines statistically such subjects as: the age and the composition of the Canadian population; the labour force and the status of older workers; status of older persons outside the labour force; labour force participation, both nationally and regionally; industrial and occupational attachments of older workers; employment of older women; duration of unemployment; educational distribution; and the income position of older people.

Emphasis is given in the report to persons aged 65 and over, because this group is regarded as old in almost any occupation. The

report does, however, contain a considerable amount of information on the group aged 45 to 64.

It was found more difficult to make generalizations about the 45-64 group than the 65's-and-over because the statistics used are mostly national in coverage and the problems of the 45-64 age group appear to be more peculiar to certain occupations and to vary among individuals.

In the long run, Canada's population will undoubtedly grow relatively older than it is at present, the report points out. The indications are, however, that this aging process will be slow during the remainder of this century.

Decline in 1991

In 1961 there was a deficiency in the number of people aged 20-35, as a result of lower birth rates between about 1926 and 1943. In 2006 the survivors from this group will make up the bulk of the population aged 65 and over and, barring anything unusual, the proportion of the population aged 65 and over will have been declining, at least since 1991.

The rate of labour force participation by men aged 45 to 64 remained fairly constant between 1950 and 1963. The participation rate for women in the same age group, however, showed a striking increase. The growth in the rate of female participation of the 45-64 age group is the result of the strong expansion of the service industries, where a growing number of these women have found suitable employment. Between 1931 and 1961, the female labour force increased by 420 per cent; between 1951 and 1961, by 350 per cent.

Another change in the labour force revealed by the study is the increasing withdrawal of persons aged 65 and over. Although the proportion of 65's-and-over in the population has shown a slow but steady increase during the twentieth century, the proportion of those in this age category still working dropped from 40 per cent in 1950 to 26 per cent in 1963.

The 60-page report, priced at 50 cents, can be ordered by mail from the Queen's Printer, Ottawa, or obtained from Canadian Government Bookshops in Ottawa, Toronto and Montreal. Public libraries across Canada have a copy for reference.

Legislation Governing Nursing Assistants

In 1964 three provinces adopt regulations governing nursing assistants, Manitoba, Alberta and British Columbia. In four other provinces, such legislation was in effect before 1964

Three provinces during 1964 adopted regulations governing nursing assistants.

A regulation, effective May 1, 1964, under The Licensed Practical Nurses Act of Manitoba, 1953, outlines the fees chargeable and hours of duty for licensed practical nurses. Rates of pay range from a minimum gross fee of \$10 for an 8-hour day to \$17.50 for a 20-hour day. The minimum monthly salary is set at \$215.00. Provision is also made for a two-week vacation with pay after one year of continuous service with an employer.

Alberta Regulation 230/64 filed May 1, 1964 under The Nursing Aides Act sets out educational requirements, age limitations and physical qualifications for applicants. A precise description of the uniform to be supplied to trainees by the Nursing Aide schools is included in the Regulations, as are provisions for approval, by an Advisory Council, of institutions in which clinical experience is provided. The executive officers of the training school shall decide in which institution any particular trainee shall obtain clinical experience.

Uniforms to be Worn

Uniforms to be worn by Licensed Nursing Aides are also described and provisions made for a pin with the Alberta coat of arms and a cap to be presented to each graduate. Members of religious orders may wear their habit but must have the approved shoulder flash. Both students and graduates may purchase a cape to be worn over the uniform.

Other matters covered in the Regulations are: length of training, annual licence fee (\$1), suspension and cancellation of licence, and approval for licensing of applicants from outside the province. Grievance procedure is also outlined in the Regulations.

Extensive Regulations under the Practical Nurses Act, British Columbia, were approved in December 1964. The following details are covered in the Regulations: establishment, maintenance and conduct of training schools and courses; requirements for admission; conduct of examinations of applicants for licensing and duties of examiners; licensing of graduates; fees; issue, suspension and cancellation of license; procedure for investigation of complaints and suspension or cancellation of licences; services that a practical nurse may or may not give patients; powers and duties of the Registrar; and appointment and

procedures of committees appointed by the Council.

In Ontario, legislative provisions governing nursing assistants are embodied in The Nurses Act 1961-62. Regulations under this Act, approved during August 1963, set out requirements for approval to be met by a training centre, details and subject matter of courses to be covered, length of instruction and experience in each subject, conditions under which cancellation of approval is warranted, requirements for admission to training centres: age, education and health. Provision is also made for inspection of training centres.

Credentials Committee

In Saskatchewan, legislative provisions regarding nursing assistants are embodied in The Registered Nurses Act (1963) of that province. By-laws under the Act provide for the establishment of a credentials committee, outline training requirements for approval by the Nurses Association, establish entrance requirements of trainees, set certification fees, and vest general discipline in a Council established under the Act.

The Newfoundland Registered Nurse Act, 1953 makes no mention of provisions for nursing assistants other than not forbidding . . . "any category of auxiliaries, nursing assistants, ward aides, midwives, practical nurses or orderlies to care for the sick for pay" (Section 24 d). There is no other legislation specifically covering nursing assistants.

The Nursing Assistants Act of Nova Scotia, 1954 empowers the Governor in Council to make regulations governing establishment of schools, registration and inspection, entry requirements for students, examination and licensing, and functions of assistants. Extensive regulations were made under this Act in March 1958.

In Prince Edward Island the Licensed Nursing Assistants Act, 1952, is termed "An Act to Provide for the Training, Licensing and Practise of Nursing Auxiliary Personnel". Some minor amendments to the Act have been made in March 1959 and April 1963.

In Quebec there is no specific legislation governing nursing assistants, nor are any provisions included in the Act covering the Registered Nurses' Association of the Province.

TEAMWORK in INDUSTRY

Labour-management committees across Canada do not conform to any rigid set of rules regarding either their structure or the methods used in the practice of joint consultation.

At Collins Radio Company of Canada, Toronto, management and representatives of IBEW Local 1966 point out that their Labour Relations Committee—combining aspects of both joint consultation and agreement administration—has been operating effectively for eight years.

The committee, composed of three representatives from management and three from the union, not only discusses all operational matters such as safety, quality, cost control, vacations, better methods, business outlook, company policies and new developments, but also, under the bargaining agreement, actually becomes involved as a step in the plant grievance procedure.

As industrial relations manager J. F. Scott described it, the contract is not a bible, but a guide, which sets certain limitations on the actions of the company, the union, and the employee. "Often questions of policy or procedure arise, which directly affect the contractual rights of an employee," he said.

Solution Based on Merits

The solution to each problem should be based on its merits. This must be done, however, without infringing upon the rights of the employees involved. The policy of the company is to avoid 'pulling contract' for the purpose of protecting the rights of management. "The objective of the company is to establish an atmosphere of mutual trust and respect with our employees and their union. This can best be achieved by observing both the spirit and the letter of the agreement with regard to the recognized rights and benefits of our employees."

Since the committee was founded in 1956, not one grievance has gone to arbitration—and the terms of a new bargaining agreement are usually resolved without involving government conciliators. Ken Rose, international representative of the IBEW, revealed recently that he was at first a "rather doubtful partici-

pant" in the establishment of such a committee. The accomplishments of the group in the past eight years, however, have proved this method of joint consultation and erased all his doubts. Commented Mr. Rose: "If more union locals adopted this method for settling disputes, there would be much more understanding between management and labour—and less strife."

Most of the committee's discussions deal with operational problems. And prior to adjournment of each meeting, production manager Stan Smyth informs the committee of all new company developments and business prospects for the future. After a question has been discussed, the committee sends its reply in writing to the employee concerned.

* * *

A week-long educational program designed to further interpersonal relationships has proved worthwhile for patients and staff of St. Vincent's Hospital, Ottawa. According to Paul Nobrega, the hospital's social worker, a better understanding of co-workers has been gained. "More people greet each other with a 'good morning', or 'good-evening'," he said. "New relationships have developed, and personnel are more aware of their working neighbours".

The education week was held at the instigation of St. Vincent's labour-management committee. Since communication among the different departments plays an important role in good relationships and satisfactory patient welfare, the need for meaningful and efficient communication was one of the main topics, together with discussion of the destructive influence of rumour, prejudice and bigotry.

* * *

Since the opening last May of the new Kenora General Hospital, Kenora, Ont., there has been a resurgence of activity within the employee-management Hospital Relations Committee.

Among the subjects regularly up for discussion are better service, safety, public relations, recreational and social programs, lower costs, tardiness, material handling and storing, waste reduction, absenteeism, break-ages and rejects, customer complaints, departmental co-ordination, morale, labour turnover, and suggestions. Committee chairman is accountant W. H. G. Reid. Bargaining agent for personnel at Kenora General is Local 822, Canadian Union of Public Employees.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for five days during January. The Board granted three applications for certification, ordered four representation votes and rejected three applications for certification. During the month, the Board received four applications for certification and allowed the withdrawal of three such applications.

Applications for Certification Granted

1. International Association of Machinists on behalf of a unit of hourly rated employees of Atomic Energy of Canada Limited employed in the Maintenance Section of the Engineering Branch at its Whiteshell Nuclear Research Establishment, Pinawa, Man. (L.G., Jan., p. 48).

2. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed aboard the S. S. *Liquilassie* by Porter Shipping Limited, Toronto, Ont. (L.G., Jan. p. 48).

3. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of cooks and deckhands employed by Jorgenson Tug & Barge Co. Ltd., Vancouver, B.C. (L.G., Feb. p. 137).

Representation Votes Ordered

1. Truckers, Cartagemen, Construction and Building Material Employees, Local Union No. 362 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, M & P Transport Ltd., Edmonton, Alta., respondent (employees in Alberta) and the Association of Employees of M & P Transport, intervener. The Board ordered that the names of both the applicant and the intervener appear on the ballot (L.G., Jan., p. 48) (Returning Officer: G. H. Purvis).

2. Teamsters, Chauffeurs, Warehousemen, Helpers, and Miscellaneous Workers, Local 76, and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 927, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and Helpers of America, applicants, and M & D Transfer Limited, Coldbrook, N.B., respondent (L.G., Feb., p. 136) (Returning Officer: D. T. Cochrane).

3. Teamsters, Chauffeurs, Warehousemen, Helpers and Miscellaneous Workers, Local

76, and Transport Drivers, Warehousemen and Helpers Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, Speedway Express Ltd., Ville St-Laurent, Que., respondent, and Fraternity of Transport Operators and Warehousemen, intervener. The Board ordered that only the names of the applicants appear on the ballot (L.G., Feb., p. 136) (Returning Officer: H. R. Pettigrove).

4. Association of Employees of CJMS (see Item 2, "Applications for Certification Rejected," below).

Applications for Certification Rejected

1. The Order of Railroad Telegraphers, System Division No. 7, applicant, the Canadian Pacific Railway Company, Montreal, Que., respondent (various system employees in Canada), Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, intervener, and Commercial Telegraphers' Union, Divisions No. 1 and 43, intervener (L.G. 1963, p. 601) (see "Reasons for Judgment," below).

2. Association of Employees of CJMS Radio Montreal Ltd., applicant, CJMS Radio Montréal Ltée., Montreal, Que., respondent, and the National Association of Broadcast Employees and Technicians, intervener (L.G., Dec. 1964, p. 1107) (see "Reasons for Judgment," below). The Reasons for Judgment incorporated the decision of the Board to order a vote of the employees in the bargaining unit for which the intervener, the National Association of Broadcast Employees and Technicians, is the certified bargaining agent, to determine the wishes of the employees with respect to retention of NABET as their bargaining agent.

3. International Longshoremen's Association, Local 1912, applicant, and Outfitters Incorporated, Limited, Corner Brook, Nfld., respondent (longshoremen at Baie Verte) (L.G., Feb., p. 137). The application was rejected for the reason that the applicant has no members in good standing within the meaning of Section 15 of the Board's Rules of Procedure.

Applications for Certification Received

1. Transport Drivers, Warehousemen and Helpers Union, Local 106, General Truck

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Drivers Union, Local 938, and General Truck Drivers Union, Local 879, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Overnite Express Ltd., Hull, Que. (Investigating Officer: G. E. Plant).

2. Canadian Union of Public Employees on behalf of a unit of hourly rated process operators employed by Atomic Energy of Canada Limited in the Reactor Section of the Engineering Branch at its Whiteshell Nuclear Research Establishment, Pinawa, Man. (Investigating Officer: G. A. Lane).

3. General Truck Drivers and Helpers Union, Local 31, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and warehousemen employed by Fleet Express Lines Ltd., Vancouver, B.C. (Investigating Officer: G. H. Purvis).

4. Construction & Supply Drivers and Allied Workers Teamsters Local Union No.

903, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Autobus Yvan Levis Ltée, Chomedey, Que. (Investigating Officer: Miss M.P. Bigras).

Applications for Certification Withdrawn

1. United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local Union 254, applicant, and Atomic Energy of Canada Limited, Pinawa, Man., respondent (L.G., Feb., p. 137).

2. International Union of Operating Engineers, Local 115, applicant, and Straits Towing Limited, Vancouver, B.C., respondent (crane operators on log barges) (L.G., Feb. p. 137).

3. International Longshoremen's Association, Local 1917, applicant, and Waterman's Service (Scott) Ltd., Toronto, Ont., respondent (L.G., Feb., p. 137).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Reasons for Judgment

in application for certification affecting

The Order of Railroad Telegraphers

Applicant

*Brotherhood of Railway and Steamship Clerks, Freight
Handlers, Express and Station Employees*

Intervener

Commercial Telegraphers' Union

Intervener

The Order of Railroad Telegraphers in its amended application for certification seeks to enlarge the scope of the bargaining unit of employees of the Canadian Pacific Railway which it now represents and has represented over a considerable period of time, and which comprises in the main employees exercising train order skills, including employees classed generally as dispatchers, station agents, agent-operators, operators and assistant agent, as well as station clerical staff and freight office staff at a number of station points across the railway system working under the above agent classifications, by adding thereto a large number of employees in heterogeneous clerical and manual classifications employed in railway freight sheds and yard offices and stations and ticket offices and other workplaces who are now and have for many years been in bargaining units represented by the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees. The proposed unit comprises classifications of employees the bulk of whom are working at stations, freight sheds and offices, baggagerooms and yard offices within the Operating Department of the Railway.

However, The Order of Railroad Telegraphers has excluded from the proposed bargaining unit employees in these same clerical and manual classifications employed at wharf freight sheds and offices at points across Canada and freight offices and sheds at Place Viger, Montreal, West Saint John, N.B., and freight offices at Toronto Terminals and Winnipeg Freight Sheds which are within the Operating Department.

The number of employees so excluded is substantial. At present they are mostly within units represented by the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, and are covered by the same CPR-BRSC collective agreements as are the same and similar classifications of employees in other freight sheds, offices and yard offices across the railway system and without apparent distinction arising out of the nature of their work. The Order of Railroad Telegraphers seek to

justify the exclusion of these employees from their proposed unit on the ground that there are differences in the manner in which the work is carried on at these points and in their working conditions.

In the circumstances and considering that these employees have been represented by the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees in collective agreements covering the same and similar classifications of employees in other freight offices and sheds across the system, the Board is of opinion that if the unit of employees in the Operating Department proposed by The Order of Railroad Telegraphers is otherwise appropriate, there are no convincing grounds for the exclusion of these groups of employees from the proposed unit.

According to information provided by the Board's investigating officers, based upon their check of company payroll records and union membership records, and the information provided to the Board by the parties to the application, the inclusion of all railway freight offices and shed employees including wharf shed employees within the Operating Department would bring the total number of employees in the proposed unit up to about 5,300, of whom the Order of Railroad Telegraphers has much less than a majority of members in good standing. Even if the wharf freight shed and office employees were not included in the unit, the Order of Railway Telegraphers would still not have a majority of members among the employees therein.

It should be noted also that employees in the same classifications as those in the proposed ORT bargaining unit in a limited number of stations, freight and yard offices, and sheds at various points across the system that are within departments of the railway other than the Operating Department are, by the ORT definition of the unit, excluded from the proposed bargaining unit. This raises a question as to the validity of the Operating Department concept as an appropriate unit.

Moreover, considering the composition of the bargaining units that have been established in past practice over the years, comprising clerical and manual employees employed

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on the CPR railway system, the Board is not satisfied that the proposed ORT unit would constitute the most appropriate unit from the point of view of community of interest for the clerical and manual employees in station, freight and yard offices and sheds on the railway system.

For the reasons set forth above, the application is rejected.

(Sgd.) A. H. Brown,
Chairman, for the Board

Dated at Ottawa, January 28, 1965.

Reasons for Judgment

in application for certification affecting

Association of Employees of CJMS Radio Montreal Limitée

Applicant

CJMS Radio Montreal Limitée

Respondent

National Association of Broadcast Employees and Technicians

Intervener

The applicant applies to be certified as bargaining agent for a unit of employees of the Respondent consisting of all employees of the Respondent except heads of departments, confidential employees and other personnel excluded by law.

The application is opposed by the Intervener, which was certified by this Board as bargaining agent for this unit of employees in 1955 and has been a party to successive collective agreements covering such employees with the Respondent, the last of which expired on May 31, 1964.

In its reply contesting the present application for certification the Intervener claims, *inter alia*,

(1) that the applicant is in effect the same employees' association, save in different form, as the association that was formed in 1961 with the consent of the employer to impede the Intervener from carrying out its duty as bargaining agent and to force the employees to leave the Intervener to become members of that association, and that the Respondent has shown preference for the Applicant and has accorded it privileges not accorded to the Intervener and has participated in the administration and formation of the Applicant supporting it financially, and

(2) that the conditions imposed in the individual employment contracts between the Respondent and its employees have impeded the employees from belonging to the union of their choice and forced them to become part of the association, and

(3) that since the signing of the collective agreement in October 1961 between the Intervener and the Respondent, which expired on May 31, 1964, the Respondent has refused representatives of the Intervener access to its offices, and

(4) that the employer has never ceased to obstruct the Intervener from exercising its legal rights as bargaining agent.

The Respondent in its reply advised that it did not intend to intervene in the application and it was not represented at the hearing on the application.

The nature and history of the relationship that has existed between the Intervener and the Respondent since the present management of the latter under the President, Mr. Crepault, assumed control thereof in 1957 has been set forth in considerable detail in the Reasons for Judgment of the Board dated April 25, 1963 (L.G., May 1963, p. 391) in rejecting an application made by the Respondent for decertification of the Intervener as bargaining agent. In the opinion of the Board the findings set forth therein are pertinent to an understanding of the matters involved in the present application.

The following extracts therefrom are of interest:

In the autumn of 1960 an association of employees of the Company was formed, separate and distinct from the Union. There is no evidence that Mr. Crepault proposed or sponsored this association in any way. It is clear, however, that he has consistently favoured the Association....

After careful consideration of all the evidence the Board has come to a definite conclusion that NABET has at all times tried to discharge its responsibilities to the employees it represents and to protect their interests in accordance with the current collective agreement, but that to a great extent its efforts to those ends have been frustrated by the attitude and actions of Mr. Crepault, representing the Company.

On the other hand it is our opinion that for a long time Mr. Crepault has followed a policy of obstructing NABET rather than co-operating to maintain good relations in accordance with the spirit and purpose of the Act. In fact, the evidence indicates strongly that he has desired and still desires to get rid of NABET as the bargaining agent for the Company's employees. In our view his obstructive actions, coupled with

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his clear preference for and verbal support of the association of employees and the offering to employees of individual contracts at higher rates of pay than they were receiving under the collective agreement, have been largely responsible for many of the employees coming to the conclusion that they would be better off without NABET as their bargaining agent. Such tactics are particularly effective in a relatively small company where every person, whether he or she is an employee or comes within the company management, knows every other person and contacts between management and employees are matters of everyday occurrence.

The evidence given by witnesses of the Intervener at the hearing of the present application satisfies the Board that the management of the Respondent has continued to pursue a policy of obstruction against the Intervener by actions and tactics of a nature similar to those described in the above quotation. All attempts on the part of the Intervener to negotiate with the Respondent for a new agreement to replace the collective agreement that expired on May 31, 1964, even with the assistance of conciliation services provided by the Minister of Labour at the request of the Intervener, have been unsuccessful. A Conciliation Board has been established by the Minister of Labour on request of the Intervener to assist the parties to settlement of their dispute, *but* its activities have been suspended pending the disposition of the present application for certification.

There is no evidence that the Respondent has participated in the organization of the Applicant or has contributed direct financial support thereto.

However, the evidence establishes that the Respondent has shown a decided and overt preference for the Applicant and has provided in effect material support and encouragement to the Applicant by putting into effect a check-off of monthly association fees in favour of the Applicant from the salaries of the employees who were reported to it to be members of the Applicant. This action was taken upon the verbal request of the President of the Applicant, Mr. Rancourt, within a few days following the date of the organization meeting of the association. This was done, moreover, without even any direct verbal or written authorization from the individual employees concerned.

This action is in marked contrast to the treatment accorded by the Respondent to the Intervener. The Respondent discontinued the check-off of monthly dues in favour of the Intervener, which it was obligated to deduct from salaries of employees under the provisions of the collective agreement between them, immediately following expiry of the collective agreement on May 31, 1964, notwithstanding that the Respondent had been served with notice by the Intervener to commence negotiations for a new collective agree-

ment pursuant to Section 13 of the Industrial Relations and Disputes Investigation Act and without regard for the provisions of Section 15 (b) of the said Act, which prohibit an employer in such circumstances from altering terms or conditions of employment in effect immediately prior to the expiry of the collective agreement pending a final conclusion to the collective bargaining proceedings and the conciliation procedures set forth therein.

The Constitution of the Applicant adopted at an organization meeting of employees of the Respondent convened by its present President, Rancourt, on the evening of September 17, 1964 limits membership in the organization to salaried employees of the Respondent, and the application to the Board for certification was made on September 25, 1964 by the Applicant, who claims to have had a paid-up membership of 32 employees out of 37 employees in the proposed bargaining unit at that time.

The Board entertains some doubts as to whether the procedures followed at the organization meeting of the applicant were appropriate to establish that the membership claimed was properly enrolled and the officers of the Association properly elected in the absence of any evidence of appropriate acts or actions by way of confirmation thereof having been taken subsequent to the approval and adoption of the constitution of the association.

Moreover, while the organization meeting of September 17, 1964 authorized the making of an application for certification by the Association, the purposes and objectives of the Association are not set forth in the Constitution adopted at that meeting. However, it is not necessary for the Board to arrive at a conclusion on these points.

The evidence establishes quite clearly that the Applicant has received preferential treatment and material support and encouragement from the management of the Respondent. It is inconceivable in the opinion of the Board that the employees of the Respondent should not have been made fully aware of this. The policy and actions and tactics pursued by the management of the Respondent in relation to an independent union, the Intervener, which are described in the Reasons for Judgment issued by the Board under date of April 25, 1963, referred to above, have been continued in effect, according to the evidence.

Having regard for the foregoing, the Board is forced to the conclusion that the Applicant, an organization whose membership is confined to salaried employees of the Respondent, is an organization whose administration and management are so influenced by the management of the Respondent as to impair its fitness to represent employees for collective

bargaining and rejects the application accordingly pursuant to subsection (5) of Section 9 of the Industrial Relations and Disputes Investigation Act.

We now turn to consider the situation of the Intervener. The evidence shows that the Intervener has no longer any membership among the employees in the bargaining unit for which it is the certified bargaining agent. It has apparently had no effective communications with these employees over a considerable period of time. This unsatisfactory situation has existed over a very considerable period of time. It is difficult to see how the Intervener can continue to exercise its responsibilities as bargaining agent without some substantial improvement in this situation.

In order to clarify and, it is trusted, improve this unfortunate and deplorable situation, the Board is of opinion that a vote of employees in the bargaining unit for which the Intervener is certified should be taken by secret ballot under the direction of the Chief Executive Officer of the Board to determine

the wishes of the employees with respect to retention of the Intervener as their bargaining agent with the name of the Intervener only on the ballot.

The Respondent is directed to abstain and refrain from any action on the part of itself, its representatives or agents, or through the agency of the Applicant or its representatives, which is designed or which may appear to be designed or which could be reasonably considered to influence employees in the bargaining unit in making their choice on this election or from taking any action which could place any impediment in the way of employees voting in such election, and the Respondent shall make available to the Intervener all reasonable opportunities and means of communication with its employees at its place of business from this time forward for the purposes of such election.

(Sgd.) A. H. Brown,

Chairman, for the Board.

Dated at Ottawa, January 8, 1965.

Reasons for Judgment

in application for revocation of certification affecting

Floyd Barkwell, et al

Applicants

Liquid Cargo Lines Limited

Respondent

*International Brotherhood of Teamsters, Chauffeurs,
Warehousemen and Helpers of America*

Respondent

This is an application made by a number of employees in the bargaining unit to revoke the certification granted by the Board on June 25, 1964, to the union as bargaining agent for a unit of employees of the company.

At the time of the making of the application, there were 27 employees in the bargaining unit, of whom 21 had signed a statement declaring that the signatories did not wish the union to represent them as bargaining agent with the company.

At the time the application was made, negotiations were under way between the union and the company with a view to the completion of a first collective agreement between them covering the employees in the bargaining unit for which the union had been certified as bargaining agent. These negotiations have been suspended by the parties thereto pending the disposition of this application.

The union contested the application, contending in its reply that the application is untimely and that the union is continuing to carry on negotiations with the company.

Section 11 of the Industrial Relations and Disputes Investigation Act reads as follows:

11. Where in the opinion of the Board a bargaining agent no longer represents a majority of employees in the unit for which it was certified, the Board may revoke such certification and thereupon, notwithstanding sections 14 and 15, the employer shall not be required to bargain collectively with the bargaining agent, but nothing in this section prevents the bargaining agent from making an application under section 7.

In the Reasons for Judgment given by the Board under date of October 15, 1964 (L.G., Nov. 1964, p. 989), rejecting an application for decertification in the case of Tapp *et al.* and Taggart Service Ltd., and Teamsters Local 91 *et al.* (hereinafter referred to as the Taggart case), the Board held that the wording of this section of the Act gave the Board

The Board consisted of A. H. Brown, Chairman, and T. H. Balch, J. A. D'Aoust, A. J. Hills, Donald MacDonald, Gérard Picard and H. Taylor, members. The judgment was delivered by the Chairman.

a discretion as to granting or refusing decertification and expressed the view that in the exercise of this discretion the Board should not grant an application for decertification until after the expiry of 12 months from the date of certification, except in extraordinary circumstances. See also the view concerning the application of Section 11 of the Act contained in the Reasons for Judgment of the Board given in Jarraud *et al.* and CJMS Radio Montreal Ltd., C. C. H. Canadian Labour Law Cases (1960-64), Case No. 16279, under date of April 25, 1963 (L.G., May 1963, p. 391), as follows:

"In the Board's opinion the words 'the Board may revoke such certification' in this context clearly mean that the Board has a discretion and that it is required to exercise its judgment in granting or refusing revocation".

The application for certification was vigorously opposed by the company. Certification was granted by the Board following a hearing and a vote by secret ballot ordered by the Board thereafter. At the hearing on the application for certification, the evidence given showed that following the date of the application for certification, there was a substantial layoff of indeterminate duration of a con-

siderable number of employees in the proposed bargaining unit. According to the evidence given at the hearing of the present application, some of the employees so laid off had been subsequently re-employed but new employees had been hired in place of others so laid off.

The evidence also satisfied the Board that the union has taken prompt and appropriate action to negotiate a collective agreement with the company following certification and that the union has not failed in any way to discharge its responsibilities to the employees which it represents flowing from the certification up to the time of the application for decertification or the time of the hearing thereon.

The Board, having given careful consideration to the evidence given and the arguments advanced at the hearing on this application, is of opinion that in the circumstances the Board should not grant the application for decertification at this time and the application is rejected accordingly.

(Sgd.) A. H. Brown,
Chairman, for the Board.

Dated at Ottawa, January 8, 1965.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During January, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian Pacific Railway Company S.S. *Princess of Acadia* and Seafarers' International Union of Canada (unlicensed personnel) (Conciliation Officer: H. R. Pettigrove).

2. McKinlay Transport Limited, Windsor, Ont., and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: Sydney Emmerson).

3. McKinley Transport Limited, Cooksville, Ont., and Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: Sydney Emmerson).

4. McKinlay Transport Limited, Cooksville, Ont., and Local 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: Sydney Emmerson).

5. Los Angeles-Seattle Motor Express Inc., Burnaby Terminal, B.C., and Local 31 of the International Brotherhood of Teamsters,

Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

6. Soo-Security Motorways Ltd., North Burnaby, B.C., and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

7. Gill Interprovincial Lines Ltd., North Burnaby, B.C., and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

8. Reid's Moving and Storage Co. Ltd., Vancouver, B.C., and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

9. Loiselle Transport Limited, Dawson Creek, B.C., and Local 31 and 362 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

Conciliation Board Appointed

United Grain Growers Ltd.; Alberta Wheat Pool; Saskatchewan Wheat Pool; Pacific Elevators Limited; and Burrard Terminals

Limited, Vancouver, and Local 333, Grain Workers Union, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., Jan., p. 49).

Boards Reports Received

1. B.C. Towboat Owners' Association (various companies) and Seafarers' International Union of Canada (unlicensed personnel) (L.G., Jan., p. 49). The text of the report is reproduced below.

2. B.C. Towboat Owners' Association (various companies) and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers (L.G., Jan., p. 50). The text of the report is reproduced below.

3. Western Manitoba Broadcasters Ltd., Brandon and Association of Radio and Television Employees of Canada (L.G., Jan., p.

49). The text of the report is reproduced below.

Settlements Reached After Board Procedure

1. B.C. Towboat Owners' Association (various companies) and Seafarers' International Union of Canada (unlicensed personnel). See above.

2. B.C. Towboat Owners' Association (various companies) and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers. See above.

3. B.C. Towboat Owners' Association, Vancouver and Canadian Merchant Service Guild, Inc. (deck officers) (L.G., Feb., p. 139).

4. B.C. Towboat Owners' Association, Vancouver, and Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers (engineer officers) (L.G., Feb., p. 140).

Report of Board in Dispute between

*B.C. Towboat Owners' Association
and*

Seafarers' International Union of Canada

The Board of Conciliation and Investigation in this matter was appointed on the 9th November 1964, and the Chairman of the said Board was appointed on the 25th November 1964.

The Board met to hear the parties to the dispute on the 18th December 1964, at which time it heard representations and submissions made on behalf of the parties. The members of the Board met on numerous occasions thereafter to consider the material before the Board and to attempt to arrive at a solution to the dispute which would be satisfactory to both parties. The time within which the Board might submit its report was extended from time to time.

Appearing on behalf of the employees were Messrs. Norman David, R. B. Heinekey, Brian Fisher; and appearing on behalf of the employer, Messrs. R. A. Mahoney, R. H. Henderson, J. S. Byrn and C. B. Barbour.

The major matters on which the parties could not agree were:

1. Term of Agreement
2. Wage Increase
3. Welfare Benefits
4. Vacations
5. Overtime Rates
6. Provisions for crew changes
7. Rates for working on barges and cargo boom chain handling
8. Provisions re strikes and lockouts
9. Exclusion from overtime in the case of ship layovers
10. Pay for work on laid up ships

After carefully considering the matters in dispute the Board of Conciliation and Investigation now reports and recommends as follows:

1. *Term of Agreement*—The term of the agreement would commence on the 1st October 1964, and continue until the 30th September 1967.

2. *Wages*—All wages provided for in the present agreement between the parties shall be increased in the following manner:

During January, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the B. C. Towboat Owners' Association, Vancouver, and the Seafarers' International Union of Canada.

The Board was under the chairmanship of R. J. S. Moir of Vancouver. He was appointed by the Minister on the joint recommendation of the other two members of the Board, N. G. Cunningham and John Brown, both of Vancouver, nominees of the Association and Union, respectively.

The report of the Chairman and Mr. Cunningham constitutes the report of the Board. The minority report was made by Mr. Brown.

The texts of the majority and minority reports are reproduced here.

On the 1st October 1964—9 cents per hour
 On the 1st July 1965 —9 cents per hour
 On the 1st April 1966 —9 cents per hour
 On the 1st January 1967 —9 cents per hour
 On the 1st June 1967 —7 cents per hour

3. *Welfare Benefits*—The union had asked for increases to be paid to the Union Welfare fund by the Employers. The Board recommends that if such increases are necessary they be deducted from the wage increases provided above.

4. *Annual Vacations*—Effective January 1, 1965, employees shall be allowed three calendar weeks vacation for services during their sixth year and each succeeding year of service shall be allowed vacation pay of 6% of gross wages earned during each such year.

5. *Overtime Rates*—Provisions in the present agreement between the parties in regard to overtime rates shall be amended to provide for time and one-half for overtime.

6. *Provisions for Crew Changes*—The Board makes no recommendations in respect to this matter.

7. *Rates for Working on Barges and Cargo and Boom Handling*—The clauses in the present agreement in regard to this work shall be amended to provide for payment at the rate of time and one-quarter of the regular rate of pay.

8. *Strikes and Lockouts*—The provisions of the present agreement in regard to strikes and lockouts shall be continued.

9. *Exclusion from Overtime*—The overtime provisions in the agreement shall not apply and no overtime rates shall be paid for services rendered when a vessel resumes its voyage after a layover for periods in excess of 24 hours and broken watches have occurred.

10. *Work on laid up ships*—Work on laid up ships shall be paid for at the rate of \$2.40 cents per hour.

Dated at Vancouver, B.C., this 12th day of January, A.D. 1965.

(Sgd.) R. J. S. Moir,
 Chairman.

(Sgd.) N. Cunningham,
 Member.

MINORITY REPORT

It is with a great deal of regret that I find, after numerous sessions of the Board, that I am unable to agree on a unanimous report with the Chairman and other member.

I therefore have no other alternative but to submit a Minority Report.

1. I recommend a two-year agreement from October 1, 1964 to September 30, 1966.

2. That there be no change in the present stoppage of work clause.

3. That overtime rates be increased from $1\frac{1}{4}$ to $1\frac{1}{2}$ times the regular hourly rate.

4. For cargo and boom work the rate be $1\frac{1}{4}$ times the regular rate when on watch and $1\frac{1}{2}$ times the regular rate when off watch.

5. Crew Changes Clause to remain the same as in the present agreement.

6. That the SIU receive 35¢ per payroll day from the companies on behalf of each member employed, per month.

7. Barge work to remain the same wording as in present agreement.

8. Vacation pay be 4% from day one of employment and employees with over five years service be given three weeks vacations at 6% of gross earnings of previous year.

9. The hourly rate for laid up ships be \$2.40 per hour.

10. That there be a 25% wage increase over the two-year period based on the present rate of \$1.80 per hour.

When one considers the present extremely low hourly rate of \$1.80 per hour for these employees and compares this to the hourly rates of many female employees in this area who receive \$1.80 per hour or better, in my opinion there is every justification for a 25% wage increase.

My thoughts in respect to the $1\frac{1}{2}$ overtime rate and the 4% holiday pay are guided by the fact that legislation is before the House of Commons which will make both of these items mandatory in the very near future. I am certainly not prepared to recommend less than that contemplated by the Parliament of Canada.

Respectfully submitted,

(Sgd.) J. Brown,
 Member.

January 12, 1965.

Report of Board in Dispute between

*B.C. Towboat Owners' Association
and*

Canadian Brotherhood of Railway, Transport and General Workers

The Board of Conciliation and Investigation in this matter was appointed on the 27th October 1964, and the Chairman of the said Board was appointed on the 23rd November 1964.

The Board met to hear the parties to the dispute on the 11th and 17th December 1964, at which time it heard representations and submissions made on behalf of the parties. The members of the Board met on numerous occasions thereafter to consider the material before the Board and to attempt to arrive at a solution to the dispute which would be satisfactory to both parties. The time within which the Board might submit its report was extended from time to time.

Appearing on behalf of the employees were Messrs. James S. Thompson, David West; and appearing on behalf of the employer, Messrs. R. A. Mahoney, Jack H. Gardiner and J. R. A. Lindsay.

The major matters on which the parties could not agree were:

1. Term of Agreement
2. Wage Increase
3. Vacations
4. Overtime Rates
5. Provisions for crew changes
6. Rates for working on barges and cargo and boom chain handling
7. Provisions re strikes and lockouts
8. Exclusion from overtime in the case of ship layovers
9. Pay for work on laid up ships

After carefully considering the matters in dispute the Board of Conciliation and Investigation now reports and recommends as follows:

1. *Term of Agreement*—The term of the agreement would commence on the 1st October 1964, and continue until the 30th September 1967.

2. *Wages*—All wages provided for in the present agreement between the parties shall be increased in the following manner:

On the 1st October, 1964	9 cents per hour
On the 1st July, 1965	9 cents per hour
On the 1st April, 1966	9 cents per hour
On the 1st January, 1967	9 cents per hour
On the 1st June, 1967	7 cents per hour

3. *Annual Vacations*—Effective January 1st, 1965, employees shall be allowed three calendar weeks' vacation for services during their sixth year and each succeeding year of service shall be allowed vacation pay of 6% of gross wages earned during each such year.

4. *Overtime Rates*—Provisions in the present agreement between the parties in regard to overtime rates shall be amended to provide for time and one-half for overtime.

5. *Provisions for Crew Changes*—The Board makes no recommendations in respect to this matter.

6. *Rates for Working on Barges and Cargo and Boom Handling*—The clauses in the present agreement in regard to this work shall be amended to provide for payment at the rate of time and one-quarter of the regular rate of pay.

7. *Strikes and Lockouts*—The provisions of the present agreement in regard to strikes and lockouts shall be continued.

8. *Exclusion from Overtime*—The overtime provisions in the agreement shall not apply and no overtime rates shall be paid for services rendered when a vessel resumes its voyage after a layover for periods in excess of twenty-four hours and broken watches have occurred.

9. *Work on laid up ships*—Work on laid up ships shall be paid for at the rate of \$2.40 per hour.

Dated at Vancouver, British Columbia, this 12th day of January, A.D. 1965.

(Sgd.) R. J. S. Moir,
Chairman.

(Sgd.) N. Cunningham,
Member.

During January, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the B.C. Towboat Owners' Association, Vancouver, and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers.

The Board was under the chairmanship of R. J. S. Moir of Vancouver. He was appointed by the Minister on the joint recommendation of the other two members of the Board, N. G. Cunningham and William Stewart, both of Vancouver, nominees of the Association and Brotherhood, respectively.

The report of the Chairman and Mr. Cunningham constitutes the report of the Board. The minority report was made by Mr. Stewart.

The texts of the majority and minority reports are reproduced here.

MINORITY REPORT

January 13, 1965

The undersigned, as a member of the Conciliation Board in the above dispute, find myself in disagreement with my colleagues, Mr. Moir and Mr. Cunningham, and herewith submit a Minority Report.

1. That the parties conclude a two-year agreement based on a 25% wage increase across-the-board; the spread to be 15% in the first year of the contract and 10% in the second year of the contract.

2. Overtime to be increased from time and one-quarter in the present contract to time and one-half in the proposed new contract.

3. Annual vacations of three weeks holiday to be granted after five (5) years of service.

4. Wages on ships laid up to be increased from the present scale to \$2.50 per hour.

5. I recommend that there be no changes in the present agreement wherein it refers to crew changes. This was a request by the companies and I do not see that it bears any merit.

6. Time and one-half to be paid to deckhands working on other than ship work, such as boom chains, cargo, etc.

7. A request was made by the companies that ships tied up and where broken watches accrue, that no overtime be paid. The union, in answering this, pointed out that there is no necessity to break up watches, but if it should so occur, then overtime must be paid.

All of which is respectfully submitted.

(Sgd.) *W. Stewart,*
Member.

Report of Board in Dispute between

Western Manitoba Broadcasters Ltd.

and

Association of Radio and Television Employees of Canada

The Board met with both parties, together and apart, on several occasions between the 15th of December 1964, and the 8th of January 1965, in the hope of getting them to agree to the terms of a collective bargaining agreement. Although the union was agreeable to sign an agreement on the terms as unanimously agreed to by the Board, the company was not prepared to do so. The result is that the Board is now placed in the position where it must make its report.

The parties did agree to many matters that would, if an agreement was ever drawn, be included in such an agreement. The provisions to which both parties have agreed shall be hereinafter called the collective agreement.

This report deals only with those matters which were in dispute at the outset of the hearings and to which the parties could not agree.

1. *Chief Photographer.* The union claimed that the category of Chief Photographer was included in the bargaining unit and the company claimed it was excluded.

The Board came to the conclusion that if it had the jurisdiction to decide it would hold that the Chief Photographer was part of the bargaining unit. The Board is doubtful of its jurisdiction in this regard and suggests that either or both parties should apply to the Department of Labour (Canada) for a decision.

2. *Hours and Work Week.* The company was prepared to reduce the work week for office workers (including business office staff, continuity department, librarian, film editor and artist) to five days, Monday to Friday, during the months of June, July and August, provided that all duties could be handled during the remaining shifts without the necessity for the company to hire additional staff and provided that each Saturday morning the film editor and one employee from the Continuity Department and an employee from the business office staff, on a rotation basis, would be on duty to handle the switchboard and last-minute copy requirements.

The company insisted that due to the nature of the company's business, the shift

During January, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between Western Manitoba Broadcasters Ltd., Brandon, Man., and the Association of Radio and Television Employees of Canada.

The Board was under the chairmanship of Duncan J. Jessiman, Q.C., of Winnipeg. He was appointed by the Minister in the absence of a joint recommendation from the other two members, N. S. Bergman of Brandon and L. H. Butterworth of Winnipeg, nominees of the company and union, respectively.

The text of the report is reproduced here.

employees, the self-assigned and the supervised assigned employees had to work on a 40-hour week over a 6-day period.

The union, on the other hand, proposed a 5-day week for all employees.

The Board recommends the following:

Office Workers—The present practice of the company, namely, 35½ hours, working a 5½-day week up to December 31, 1965, and thereafter the hours to be increased to 37½ hours to be worked in a 5-day week, Monday to Friday; two employees, one from the Continuity Department and one from the office staff, to work Saturday morning. The employees in each of these two departments to work on Saturday morning on a rotation basis.

Shift Workers—Commencing 1st of January 1966, such workers to work on a 5-day week, providing it is not necessary for the company to employ extra personnel over and above the present staff to do the work and providing no overtime payment shall be required to be paid on account of the reduction of the work week.

3. *Tardiness Penalties.* The company proposed severe penalties for tardiness of employees. It is the Board's recommendation that tardiness is a cause for disciplinary action and that a penalty clause of the type suggested by the company is unnecessary.

4. *Talent Fees.* The union was prepared to accept the company's proposal in respect to talent fees provided that the employees receiving talent fees get their share of the production costs charged to the customer on re-runs. The company wanted the talent fees to be paid only once and if the company reran such advertisement no further fee would be payable to the announcer in the way of a talent fee.

The Board recommends that if the company does, in fact, make no charge whatsoever for production work in respect to advertisements that are re-run on video tape that no talent fees should be paid for re-runs, but if a charge is made for production costs to the customer in respect to re-runs the announcer should receive his fair proportion of the charge made for such production work.

5. *Union Security.* The union asked for the Rand Formula. The company wanted no union security or check-off of any kind whatsoever.

The Board recommends that there be a voluntary check-off provided that upon written authorization from an employee that the company deduct an amount equivalent to union dues and pay the same to the union. The employees to have the right to revoke such authorization at any time during the last two months of the term of the collective bargaining agreement.

6. *Stand-by Fees.* The Board is of the opinion that the company not be compelled to pay any amount for the time a person is asked to be available in case of an emergency.

7. The union requested the following changes to the collective agreement and the Board has dealt with the same as follows:

(a) *Paragraph 5.1* of the collective agreement. The union requested that the following words be inserted in the third line after the word "employees": "provided that such functions of management are not inconsistent with the provisions of this agreement."

The Board recommends these words are unnecessary and add nothing to the meaning of the agreement and that the words need not be added to the agreement.

(b) *Paragraph 5.2* of the collective agreement. The union asks that the words "or other serious cause of any nature" in the fifth line thereof be deleted and the following words, namely, "or other gross misconduct" be substituted therefor.

The Board recommends that these words add nothing to the meaning of the agreement and that the paragraph not be changed.

(c) The union asked that the company, within 30 days of the event complained of, notify each employee in writing on each occasion that the company expressed any dissatisfaction concerning such employee which would be detrimental to the employee's advancement or standing in the company.

The Board recommends that as the arbitration provisions in the collective agreement (Article XIV) provided adequate protection for the employees in cases of disciplinary action that the union request is unnecessary.

(d) The union asked also that a clause be inserted in the collective agreement which would provide that the company would give proper attention to the elimination of working conditions which are a hazard to the health and safety of the employees.

As the union did not prove to the Board that there were any such hazards and as the clause indicated that hazards were in existence, the Board recommends that such clause not be inserted in the collective agreement.

(e) The union wanted the company to pay time and a half for employees who work overtime while their fellow employees are engaged in union activities concerning contract negotiations with the company.

The Board recommends an employee working in the place of a fellow employee while such fellow employee is negotiating a contract for both their benefit should work at straight time.

(f) The union requested that the following words should be added to the end of each job specification, namely, "Provided that such

assignments shall not result in the lessening of the bargaining unit or the normal growth thereof."

The Board recommends that such a clause be inserted in the collective agreement as without it the company could make the agreement ineffective.

(g) The union requested that a clause be inserted in the collective agreement to prevent the company from combining into one classification more than one category.

The Board recommends that the following words be used, namely:

"Except as a result of technological advancement within the company, the company shall not combine into one job or position the duties connected with more than one category within the bargaining unit except with the consent of the union."

(h) The union requested that the collective agreement provide that the company would not sublet out the work provided for by the employees in the bargaining unit.

The Board recognized that if the company had the right to sublet out all of the work being done by the employees in the bargaining unit at the sole discretion of the company that the company could by such method eliminate the union completely. The Board, therefore, recommends that the company should only sublet out in emergency or temporary situations or at such other time as may be mutually agreed upon by the company and the union. The union agreed that it would favourably consider a proposal by the company whereby the company would sublet the janitorial services of the company.

(i) The union suggested that as the janitor and the FM part-time operators were all part of the bargaining unit that a wage scale for such employees should have been included in the wages given by the company to the Board.

The Board recommends that the wages paid to such employees should be those wages presently being received by such employees plus the percentage increase given to all employees, namely:

3% as of December 1, 1964.

3% as of December 1, 1965.

2% as of December 1, 1966.

(j) The union requested that a temporary employee enjoy all the benefits of the collective agreement except seniority.

The Board recommends that a temporary employee enjoy all the benefits of the collective agreement except (i) seniority, and (ii) the right to a grievance if released.

(k) The union asks also that a minimum credit for work on holidays or days off should be equal to a full day's pay. The Board recommends against the union on this request.

8. *Wages.* For the purpose of wages for present employees the only fair and equitable way to treat this matter would be to give an increase to all such employees of 3% effective as at December 1, 1964, a further 3% as at December 1, 1965, and a further 2% as at December 1, 1966.

Over and above such increases the Board recommends that some employees be given slight increases, the Board having taken into account that the company recognized some employees were entitled to larger increases than others.

The Board also recommends that the wage scales as suggested by the company be applicable to all new employees.

The Board was able to get the company to agree to a reasonable increase in the wages being paid to the employees in aggregate but the Board was not able to convince the Company that all the employees in the bargaining unit should benefit from an increase in wages. The company refused to consider an increase for 12 of the 44 employees in the bargaining unit, contending that all 12 were earning as much as the particular job categories deserved.

On the evidence presented, the Board could not agree with the company and, although the recommendations made by the Board in respect to wages would not result in much of an increase in aggregate over what the company finally agreed to, the Board is of the opinion that the Board's suggestion of an over-all increase of 3%, 3% and 2% plus extra benefits for employees that the company considered more deserving was a more equitable and fair method of dealing with wages of the company. The Board in making this recommendation recognized that the cost-of-living index in the past several years has increased on the average by about 2% per year.

This report is respectfully submitted, this 21st day of January 1965.

(Sgd.) *Duncan J. Jessiman,*
Chairman.

(Sgd.) *N. S. Bergman,*
Member.

(Sgd.) *L. H. Butterworth,*
Member.

Legal Decisions Affecting Labour

British Columbia Court of Appeal upholds company's conviction for contempt of court. The Supreme Court of British Columbia upholds Canada Labour Relations Board's certification orders

In British Columbia, the Court of Appeal confirmed the conviction of Hankin & Struck Furniture Ltd. for contempt of court for disobeying an injunction order, on the ground of the company's responsibility for the wilful acts of its employee even when the employee acted contrary to the instructions received and in dereliction of his duty.

In another decision, the British Columbia Supreme Court upheld the certification orders issued by the Canada Labour Relations Board by which three unions were certified, each for a separate unit of the employees of Vantel Broadcasting Co. Ltd. The Court ruled that, in *certiorari* proceedings, it could not review the evidence before the Board with a view to determining whether, on that evidence, the Board came to a wrong conclusion.

Further, the Court held that, in certifying the unions, the Board acted within its exclusive powers under the I.R.D.I. Act, and that the company's arguments that the Board acted in excess of jurisdiction or in denial of natural justice or made an error in law could not be substantiated.

British Columbia Court of Appeal . . .

. . . upholds firm's conviction for contempt of court for disobeying injunction order.

The British Columbia Court of Appeal on June 19, 1964 dismissed an appeal from the order of Mr. Justice Ruttan (L.G., July 1964, p. 589) imposing on Hankin & Struck Furniture Ltd. a fine of \$1,000 for contempt of court for disobeying an injunction order issued by Mr. Justice Munroe.

The injunction was against three companies, their officers and servants, restraining them from seeking by intimidation, dismissal, threat of dismissal or other means to compel or induce any employee to refrain from becoming or continuing to be a member or officer or representative of the Upholsterers' International Union of North America, Local No. 1.

Mr. Justice Ruttan found Struck, a director and the plant superintendent, guilty of contempt of court for wilfully disobeying the court order in disregard of the company

president's instructions. He also found the company equally guilty of contempt on the principle of the company's responsibility for the acts of its employees.

Struck and the company were fined for contempt, each in the amount of \$1,000. Struck did not appeal the conviction but the company did appeal on the following ground.

On May 13, 1963, having learned of the injunction order, Hankin, the company's president and one of the directors, and Koshman, one of the directors, called together Struck, who was one of the directors and at the same time the plant superintendent, and two assistant foremen and told them that . . .

. . . They were to say nothing to any employees of any of the defendant companies about joining or not joining the plaintiff union or in connection with the union's application to be certified as the bargaining agent for any such employees. . . . We were not permitted to talk to the employees about conditions of employment or union affairs or membership.

Those instructions were repeated on other occasions. The trial judge found that Struck did attempt to induce employees, contrary to the order, and for that conduct he and Hankin & Struck Furniture Ltd. were each held to be in contempt and were fined.

The question was whether the company wilfully disobeyed the order within O. 42, R. 31, which reads:

31. Any judgment or order against a corporation wilfully disobeyed may, by leave of the Court or a Judge, be enforced by sequestration against the corporate property, or by attachment against the directors or other officers thereof, or by writ of sequestration against their property.

The company contended that, by reason of the instructions of Hankin, the company president and one of the directors, the disobedience of Struck in contravention thereof was not wilful disobedience by the company.

Further, the company contended that its intention was to be ascertained from the instructions given by the company's president on May 13, 1963, and hence the breach, while wilful on the part of Struck, was not wilful on behalf of the company.

Mr. Justice Sheppard did not accept this argument. He took the position that a company could act through its servants only, and

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

a company could not, any more than an individual, be held responsible for accidental or unintentional disobedience as distinct from wilful disobedience.

Further, in his view, the answer to the question whether the company wilfully disobeyed the court order depended upon whether or not Struck, in his conduct, was acting within his authority as an officer and representative of the company.

On this point, Mr. Justice Sheppard stated that Struck's position as director may be disregarded; being a director would merely permit him to speak through the Board. As plant superintendent of the company, he did have power to lay off and to take on employees and hence to do so contrary to the injunction.

The instructions of Hankin were not to be taken as limiting the authority that Struck received from the company; he remained superintendent. There was no resolution of the directors limiting his authority but merely instructions given to the superintendent and to the foremen. Under the circumstances, the instructions of Hankin were to be regarded as orders directing the manner in which the authority received from the company should be used, rather than as limiting Struck's authority in such a way that his acts in disregard of them were not the acts of the company. When Struck acted contrary to the instructions of Hankin, the president, it was a dereliction of his duty.

But wilful acts of a company's servant in dereliction of his duty would not absolve the company. In *Davis v. Barlow* (1911), 18 W.L.R. 239, it was stated:

It would make no difference if the disobedience were, as is alleged here, in breach of duty; it was equally contempt on the part of the company. They are responsible for the conduct of their officials; and, if they employ officials who will violate their rules and disobey an order of this Court, they must take the consequences.

Mr. Justice Norris, in his reasons for judgment, pointed out that modern authorities have established beyond any doubt the liability of companies in tort and crime committed in the course of *intra vires* activities.

The Court, in unanimous decision, dismissed the appeal and upheld the company's conviction for contempt of court. *Upholsterers' International Union of North America, Local 1 v. Hankin & Struck Furniture Ltd. and Hankin & Struck Frames Ltd. et al*, (1964), 49 W. W. R., Part 1, p. 33.

British Columbia Supreme Court . . .

. . . upholds Canada Labour Relations Board's orders certifying three unions in one firm

On June 19, 1964, Mr. Justice Aikins of the British Columbia Supreme Court (in Chambers) dismissed in *certiorari* proceedings

an application by Vantel Broadcasting Co. Ltd. to quash three certification orders affecting the company's employees.

The Court ruled that in certifying three unions, each for a separate bargaining unit of the company's employees, the Canada Labour Relations Board acted within its exclusive powers as provided by the I.R.D.I. Act, and that the company's allegations that the Board exceeded its jurisdiction, acted in denial of natural justice and made an error in law could not be accepted.

In June 1961, the Canada Labour Relations Board issued three separate certificates by which three unions were certified as bargaining agents for three separate groups of employees of Vantel Broadcasting Co. Ltd. television station. The three unions certified by the Board were International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (IATSE); Vancouver-New Westminster Newspaper Guild, Local 115 American Newspaper Guild (ANG), and National Association of Broadcast Employees and Technicians (NABET). Each of the certificates defined the unit of employees to be represented by the union certified by listing in detail the classes of employees comprising the unit.

The company applied by way of *certiorari* to quash the certificates on several grounds, which could be summed up as: (1) lack or excess of jurisdiction by the Board, (2) error of law on the face of the record, and (3) breach of the rules of natural justice by the Board.

Mr. Justice Aikins, in his reasons for judgment, dealt first with the grounds related to the Board's jurisdiction.

Sections 7 and 8 of the Industrial Relations and Disputes Investigation Act are concerned with the conditions under which applications for certification may be made. The relevant parts of these sections read:

S. 7(1) A trade union claiming to have as members in good standing a majority of employees of one or more employers in a unit that is appropriate for collective bargaining may, subject to the rules of the Board and in accordance with this section, make application to the Board to be certified as bargaining agent of the employees in the unit.

S. 8. Where a group of employees of an employer belong to a craft or group exercising technical skills, by reason of which they are distinguishable from the employees as a whole and the majority of the group are members of one trade union pertaining to such craft or other skills, the trade union may apply to the Board subject to the provisions of Section 7, and is entitled to be certified as the bargaining agent of the employees in the group if the group is otherwise appropriate as a unit for collective bargaining.

The powers and duties concerning applications for certification are dealt with in Section 9 of the Act, of which the relevant parts read:

S. 9(1) Where a trade union makes application for certification under this Act as bargaining agent of employees in a unit, the Board shall determine whether the unit in respect of which the application is made is appropriate for collective bargaining and the Board may, before certification, if it deems it appropriate to do so, include additional employees in, or exclude employees from, the unit, and shall take such steps as it deems appropriate to determine the wishes of the employees in the unit as to the selection of a bargaining agent to act on their behalf.

(2) When, pursuant to an application for certification under this Act by a trade union, the Board has determined that a unit of employees is appropriate for collective bargaining

- (a) if the Board is satisfied that the majority of the employees in the unit are members in good standing of the trade union, or
- (b) if, as a result of a vote of employees in the unit, the Board is satisfied that a majority of them have selected the trade union to be a bargaining agent on their behalf,

the Board may certify the trade union as the bargaining agent of the employees in the unit

(4) The Board may, for the purposes of determining whether the majority of the employees in a unit are members in good standing of a trade union or whether a majority of them have selected a trade union to be their bargaining agent, make or cause to be made such examination of records or other inquiries as it deems necessary, including the holding of such hearings or the taking of such votes as it deems expedient, and the Board may prescribe the nature of the evidence to be furnished to the Board.

Each of the three unions made a separate application in writing to the Board for certification. None of the unions applied for certification as bargaining agent for all the employees of the employer; each application was limited to a class of employees described in each application. In the opinion of Mr. Justice Aikins each application was to be considered as having been made pursuant to Section 8 of the Act, each applicant claiming to represent a craft or group of employees distinguishable from the employees as a whole, to be dealt with pursuant to the provisions of Section 7 and 9 of the Act. The unions could properly make these applications and the Board could properly receive such applications, and in this respect there could be no question of any lack of jurisdiction.

Under Section 9 of the Act, the Board is charged with the duty of determining "whether the unit in respect of which the application is made is appropriate for collective bargaining." Also, the Board is given the additional power, before certification, to include additional employees in or exclude employees from the unit. Once the Board has determined, pursuant to an application for certification, that a unit of employees is

appropriate for collective bargaining, it may certify the trade union as the bargaining agent of the employees in the unit.

Each of the certificates sent by the Board to the company ordering the certification contained the following paragraph:

And Whereas, following investigation and consideration of the representations of the interested parties, the Board has determined the unit described hereunder to be appropriate for collective bargaining and has satisfied itself that a majority of employees of the said employer comprising such unit are members in good standing of the applicant trade unions; . . .

In the opinion of Mr. Justice Aikins, on the face of the record, the Board, before certifying the unions, did exactly what it was required to do by Sections 9(1) and (2) of the Act.

As to the Board's powers, Section 61(1) in part and Section 61(2) read:

S. 61(1) If in any proceedings before the Board a question arises under this Act as to whether . . .

- (f) a group of employees is a unit appropriate for collective bargaining;
- (g) an employee belongs to a craft or group exercising technical skills; or
- (h) a person is a member in good standing of a trade union;

the Board shall decide the question and its decision is final and conclusive for all the purposes of this Act.

(2) A decision or order of the Board is final and conclusive and not open to question, or review, but the Board may, if it considers it advisable to do so, reconsider any decision or order made by it under this Act, and may vary or revoke any decision or order made by it under this Act.

The company claimed that the Board exceeded its jurisdiction by challenging the correctness of the Board's decision that the three units of employees were appropriate for collective bargaining. Counsel for the company argued that the Board's decisions on the issue of appropriateness were wrong because, on the evidence, the proposed units, if approved, would give rise to jurisdictional problems; the Board disregarded evidence that the proposed units were not appropriate to the special character of the business operated by the company and, finally, because the Board's decisions certifying the three unions were contrary to the evidence establishing that to do so would tend to cause rather than avoid disputes.

In Mr. Justice Aikins' opinion, these contentions did not go to jurisdiction; they amounted to nothing more than assertions that the Board, on the evidence before it, reached the wrong conclusion. In his opinion, it was for the Board to consider and to give such weight to as they saw fit regarding the question of "appropriateness" of the bargaining units.

In effect, counsel for the company asked the Court to review the Board's decision on the evidence before the Board and to reach the conclusion that, in assessing the evidence, the Board was wrong. This the Court could not do, because Sections 9 and 61(1)(f) of the Act expressly entrusted to the Board the duty of deciding whether or not a unit in respect of which an application was made is appropriate for collective bargaining.

In support of this position, Mr. Justice Aikins referred to the judgment of Mr. Justice Coady in *Farrell v. Workmen's Compensation Board* (L.G. 1961, p. 474), who stated:

The question therefore of determining whether "an injury has arisen out of or in the course of an employment is within the scope of this Part" is one exclusively for the board under Sec. 76(1) [of the Workmen's Compensation Act, R.S.B.C. 1948, ch. 370] and not open to review upon *certiorari*, unless there was some defect of jurisdiction based on some excess of, abuse of or declining of jurisdiction, or violation of the essentials of justice. This Board is, by Sec. 76(1), given exclusive jurisdiction to decide the very matter which in this case the board did decide. So long as it kept within the jurisdiction granted it matters not, it seems to me, whether that decision was one of law or fact, or of mixed fact and law, and whether right or wrong that decision is final and not open to attack on *certiorari*.

Another ground brought by counsel for the company to support the contention of excess of jurisdiction alleged:

That the Board exceeded its jurisdiction in taking into account its previous practice and the evidence in other cases where three similar certificates were issued and in particular in considering the certification of three unions as the bargaining agents for the employees of Baton Aldred Rogers Broadcasting Limited in Agincourt, Ontario.

Mr. Justice Aikins could see no reason why the Board should not take into account its previous practice and generally draw upon its experience in other proceedings, and in doing so the Board could not deprive itself of jurisdiction to deal with the matter entrusted to it for decision under Sections 9 and 61(1)(f) of the Act.

One of the allegations with regard to error of law stated "that the Board erred in law in not taking a vote of the employees of Vantel to determine whether they would prefer to have one union represent them as their bargaining representative and, if so, which union."

In rejecting this allegation, Mr. Justice Aikins stated that Section 9(4) of the Act gives the Board a discretion to take a vote. There is no requirement that the Board must direct a vote. Consequently, the failure to take a vote did not amount to an error in law.

Finally, the company attacked the Board's decisions on the ground of a denial of justice. Apparently the company alleged that the Board breached some rule or rules of natural justice and that, for this reason, the Board's decisions should be set aside. Four out of five specific allegations in this respect set out by the company were repetitive of the grounds already advanced under the allegations of excess or lack of jurisdiction and of error of law.

These allegations, in the opinion of Mr. Justice Aikins, amounted to the claims that the decisions of the Board were wrong or were concerned with the consequences of the Board's decisions and could not be construed that the Board, in reaching its decision, did something that was contrary to any rule of natural justice, such as failing to give the employer an opportunity to be heard, or bias on the part of the Board or impropriety in the conduct of the hearing.

One allegation, however, did raise the question of whether the Board conformed to the rules of natural justice. This allegation reads: "That the award of the Board was a denial of justice in that the Board, before the hearing commenced, defined the three proposed units which were certified and thereby pre-judged the case before the hearing took place."

The allegation was based on the fact that approximately 15 minutes before the hearing before the Canada Labour Relations Board started on June 6, 1961, the Secretary of the Board handed to the company's representatives a memorandum setting out "proposed" units to be represented by each of the three unions that applied for certification.

Counsel for the company argued that the Board must be taken to have pre-judged the issues before the hearing and in the absence of the parties. There was, therefore, a denial of justice, because the essential question of whether there should be three separate units of employees represented by three unions was determined by the Board before the hearing and without having heard the parties or the evidence adduced by the parties.

In rejecting this argument, Mr. Justice Aikins stated that the Board may conduct investigations in order to assist it to conclusions on matters which it is empowered to decide under Sections 9 and 61(1) of the Act. The Board presented to the parties a tentative proposal based on the Board's investigation of the applications and the phrase "proposed unit" should not be taken at its face value and should not be construed as indicating that the Board had, in fact, decided the matter before the hearing.

The examination of the transcript of the hearing made it clear that the Board had not reached any final decisions before the hearing and was quite prepared to hear submissions by the employer and the Board did hear such submissions. Counsel for the company did not, at the opening of the hearing, when the Board's proposed units were discussed, raise any objection to what the Board had done.

In the opinion of Mr. Justice Aikins, the evidence did not show that the issues were

pre-judged in the absence of the parties. On the contrary, the transcript of the proceedings before the Board showed that the company was afforded a full hearing and every opportunity to put its case to the Board.

The ruling of the Court was that the application to quash the certification orders must be dismissed. *Vantel Broadcasting Co. Ltd. v. National Association of Broadcast Employees and Technicians et al*, (1964), 49 W.W.R., Part 1, p. 1.

Recent Regulations under Provincial Legislation

Manitoba issues new construction safety regulations, and revises licensing requirements for pressure plant operators

In Manitoba, new regulations under the Construction Safety Act applicable to all types of construction work set out more stringent requirements for ladders, scaffolding and hoisting equipment, and introduced new rules governing explosive actuated tools and excavation operations. Other new provisions are designed to provide for greater safety in the operation of machinery and equipment in the vicinity of electrical power lines.

New regulations under the Manitoba Operating Engineers and Firemen Act revised the classification of pressure plants, provided for new classes of operators' certificates and made corresponding changes in the qualifications and duties of operators.

In Ontario, new regulations under the Energy Act provide for five classes of gas fitters' certificates.

Other new regulations dealt with newly designated apprenticeable trades in Alberta and British Columbia.

Alberta Apprenticeship Act

In Alberta, the trade of a glassworker was added to the list of apprenticeable trades by Alta. Reg. 640/64, gazetted December 31.

Alberta Workmen's Compensation Act

The Alberta Workmen's Compensation Board has added the industry of installation, operation and servicing of closed circuit television channels to Schedule I of the Workmen's Compensation Act.

B.C. Apprenticeship and Tradesmen's Qualification Act

A new regulation under the British Columbia Apprenticeship and Tradesmen's Qualification Act (B.C. Reg. 209/64) added lathing and sprinkler fitting to the list of designated trades.

MANITOBA CONSTRUCTION SAFETY ACT

Manitoba has issued new construction safety regulations that set out detailed safety requirements for all phases of construction work.

Some of the provisions of safety regulations issued in 1956 have been incorporated without change; others have been made more stringent, in particular those relating to ladders, scaffolding, hoisting equipment and excavation work.

The rules governing the storage and use of explosives are also set out in greater detail than formerly, and new requirements have been added to the rules governing skeleton frame buildings. New rules are designed to provide for greater safety in the operation

of machinery and equipment in the vicinity of power lines.

Other new provisions make it mandatory for a prime contractor to appoint a job superintendent, and for subcontractors to appoint a person to be responsible for the safety and conduct of the workmen.

The new regulations, which are in six parts, were issued under the Construction Safety Act and were gazetted as Man. Reg. 90/64 on November 21. As previously indicated, they are quite comprehensive, covering the construction, maintenance and repair of roads, bridges and pipe lines, and excavation work; as well as the erection, repair and demolition of buildings.

PART I—GENERAL

Powers of Inspectors

To permit adjustment to differing circumstances, the regulations now give the chief inspector power, on application in writing by an employer, to waive or vary specific requirements of the regulations, provided that adequate alternative safeguards are taken. As before, an inspector may order an employer to provide additional safeguards for workmen when, in his opinion, it is necessary.

Responsibilities of Contractors and Others

It is specified in the Act that an employer must take all reasonable and necessary precautions to ensure the safety of his employees. The regulations require the prime contractor on a project on which sub-contractors are engaged to appoint a job superintendent. The sub-contractor, in turn, must appoint a person to be responsible for the safety and conduct of workmen subject to his authority, and must register the person's name with the job superintendent.

The job superintendent is to obtain the name of that person from the subcontractor, if he has not been notified by the subcontractor within 48 hours after work is started on the project.

Protective Equipment

A new general requirement provides that no person may enter a construction area where there is danger of head injuries unless he is wearing an approved safety hat. Protective headgear to be worn near electrical lines and equipment must be made of non-conducting material and must be of an approved type.

The employer, as previously, is required to supply approved respiratory equipment to workmen engaged in cutting, drilling or dry grinding of stone or similar work; spray painting or similar work; hot rivetting, flame cleaning or flame cutting of metals coated with a compound containing lead, or other ingredients that create toxic fumes when

heated. Respiratory equipment must also be provided whenever the chief inspector considers it necessary. The workman is now specifically required to use such equipment.

The employer is again required to provide each workman engaged in sandblasting or similar work with an approved sandblast helmet with an attached fresh air tube, and the workman must use it.

Under the authority to regulate the use of powder actuated tools, which was specifically provided in the 1962 Act, the use of powder actuated tools is forbidden unless the design is approved by the Construction Safety Board; and it is further stipulated that such tools must be operated in accordance with the manufacturer's recommendations by a person instructed in their safe operation.

Other Matters

To protect the public, covered passageways must, as before, be erected whenever construction operations are carried on within 60 feet of a public sidewalk or walkway. The new regulations have introduced some new requirements relating to railings, fences and lighting.

A number of other provisions are similar to those previously in effect, including requirements relating to first aid, heaters, portable power saws, loading of trucks, and notification of serious or fatal accidents.

A new requirement specifies that when the motion of vehicles or equipment limits the operator's vision, there must be a person with an unobstructed view of the area to guide the operator.

A previous provision, applicable to workmen using paint likely to injury any exposed part of his body, required the employer to supply, and the workman to use, a protective oil, grease or cream. This requirement has now been extended to places where men are working with hot tar, cement dust, calcium, salt, or any other material that may be injurious to the skin.

PART II—SCAFFOLDING, STAGING, HOISTING AND OTHER EQUIPMENT

General safety requirements are largely the same as before in respect of scaffolding, staging, flooring, hoists, derricks, ladders, slings, shoring, and mechanical and temporary construction equipment; but all such equipment must now be of a type approved by the chief inspector.

New requirements specify that when a guardrail is required it must be not less than 36 inches or more than 42 inches above the floor level of the deck, and must have a minimum equivalent strength of 2" x 4" placed on edge and supported on not more than 10-foot centres.

All scaffolding must now be designed and constructed to provide a minimum safety factor of 3. Previously it had to be strong enough to carry twice the maximum load to which it might be subjected. On request of the chief inspector, drawings and calculations must be submitted verifying that the design meets the new requirement.

Supports or anchors for scaffolding, other than suspended or overhead scaffolding, are now required to be securely fastened to a stable part of the building to prevent movement of the scaffolding in any direction.

Some changes have been made in provisions relating to staging, platforms and scaffolds that are swung or suspended from overhead. A safety factor of 3 is now required in connection with the design and construction of all thrust-outs, hooks and other apparatus supporting such suspended scaffolding. Such supports must not project outward more than one-quarter of their total length beyond the point of vertical support, unless permission is granted by the chief inspector.

Another new provision makes compulsory the wearing of an approved safety belt or harness and lifeline secured directly to the building, if a person is liable to fall more than 8 feet from a suspended scaffold.

Ladders

Most provisions concerning ladders are new; others have been revised. A new provision forbids positioning of a ladder so that there is excessive sag. Footings must be firm.

As previously, ladders rising to any deck or floor must project at least 3 feet above the floor or deck. Now, they must also be secured at both ends. If work is done from ladder rungs more than 10 feet above the footing, mechanical or other means must be used to prevent the lower end from slipping.

Ladders must now be able to bear safely at least four times the maximum load to which they are likely to be subjected. Rungs or steps, as before, must not be more than 12 inches apart.

It is now forbidden to use a ladder with metal side rails where any danger of electrocution exists due to its contact with power lines.

No ladder may be used that is defective or that has a wooden rung or step worn down to three-quarters of its original thickness. Ladders must be inspected frequently and maintained in good condition.

Material Hoists

Several amendments have been made in provisions concerning elevator-type material hoists. One of them requires these hoists to be so designed and constructed as to have a safety factor of 5, and the hoisting ropes a safety factor of 8. On request of the Department, drawings and calculations must be submitted verifying that the design of the hoist meets these requirements.

If the hoistway is located on the interior of the building or structure, landings must

have self-closing hoistway gates constructed in accordance with prescribed standards. A sign must now be posted at each hoistway, stating that hoistway gates must be kept closed except when the skip is at the staging or platform level of the floor being served. No person may ride on an elevator-type material hoist or skip.

Load-hoisting Equipment

Almost all of the provisions respecting load-hoisting equipment such as cranes, hoists and derricks, are new.

It is now required that the manufacturer's load-rating plates must be permanently attached to all load-hoisting equipment, in full view of the operator. The load-rating plates on booms, cranes and derricks must indicate clearly the safe load for maximum, minimum and intermediate positions of the boom. The load of a crane must not exceed the manufacturer's rating. The maximum allowable safe load must be marked on all hoisting blocks.

On request of an officer of the Department of Labour, drawings and calculations must be submitted verifying that the hoisting can safely carry and support the manufacturer's rated load.

It is now forbidden to leave unattended a crane, hoist, derrick, earth-moving equipment or excavating machine or any other equipment, unless the movable components cannot move if failure of mechanical devices occurs or the controls are manipulated by unauthorized persons. Riding on any hoisting apparatus is prohibited unless the chief inspector has given prior approval.

New signalling requirements provide that, unless the operator of load-hoisting equipment has an unobstructed view, a person must be assigned to give him signals for operating the equipment, and except in an emergency, the operator must not follow the signals of any other person. The machine operator must ensure that the signaller knows the meaning of each signal.

New requirements prohibit the use of chains as slings for hoisting, or the knotting, splicing or shortening of chains by using nails or bolts. Chains must not be used to carry loads or support hoisting equipment, unless they are periodically annealed or normalized by qualified personnel. An inspector may require certification that annealing and normalizing has been done.

PART III—EXCAVATIONS

Most provisions relating to excavation work in the new regulations were previously in effect. Stricter rules, however, have been made with respect to shoring.

Every trench excavation more than 6 feet in depth must be shored, unless the slope of

its walls is not less than 45° from the vertical, or a trench cage of approved design is used. Where an excavation combines both sloped and vertical walls, a trench cage extending at least 2 feet above the vertical sides of the excavation must be used.

Shoring must also be provided in every open digging excavation (an excavation where the depth is not exceeded by any horizontal dimension) more than 8 feet deep.

All shoring and other supports must be structurally sound and must be placed in the manner specified.

When shoring is not individually braced, it must be held in position by horizontal

stringers placed at vertical intervals not exceeding 4 feet (previously 5 feet), unless the chief inspector approves another arrangement.

A new provision requires that in every trench more than 6 feet deep there must be ladders or other approved means of egress not more than 25 feet from any workman. These ladders must project at least 3 feet above the upper level that they serve.

PART IV—ERECTION OF SKELETON FRAME BUILDINGS AND CONSTRUCTION OF BRIDGES

The previous provisions relating to the erection of skeleton frame buildings and construction of bridges have been replaced by more specific requirements.

A permanent or temporary floor of solid construction, with no openings except those required for erection work, must now be provided where a skeleton frame building is being erected and persons other than those engaged in the erection of the skeleton frame work or pass below this area.

A temporary floor must be made of structurally sound planks at least two inches thick. The planks must form a solid floor that will prevent tools or other objects from falling between them, be so placed that the weight of a worker cannot tip them, and be securely fastened to the frame of the building.

A safety railing or other suitable protection must be provided at all openings in temporary or permanent floors through which a person

may fall. Stairways must have handrails and safety railings around the opening.

In order to ensure that temporary flooring is not overloaded by material or equipment, including cranes and hoists, it must first be established that the flooring and supports are adequate to carry the load. Measures must be taken to prevent material stored on temporary flooring from falling off the edge.

When work is being carried on near or over open water, a boat or skiff of an approved type must be kept accessible. Such a boat must be equipped with at least four approved life preservers with ropes attached, and must be motor driven if the chief inspector so decides.

If construction work is being done over ravines, fast moving water, shallow water, ice, or under other hazardous conditions, the chief inspector may require that an adequate safety net be placed below the structure, or that the erectors be provided with life preservers.

PART V—EXPLOSIVES

The provisions respecting the storage, transportation and use of explosives have been expanded to set out the standards in detail.

The regulations now require explosives to be stored in separate magazines, constructed and maintained in accordance with specified standards.

Such magazines must be kept locked and have two keys, one kept by the blaster, and the other by the project superintendent.

A list of explosives must be kept on the interior wall of every magazine, showing the amount and date of the arrival and use of explosives.

When explosives are transported they must be conveyed in wooden boxes. If detonators or electric detonators and other explosives are transported in the same vehicle, there must be a wooden partition not less than 6 inches thick separating the detonators from the other explosives.

Every vehicle transporting explosives must be in good mechanical condition and have, at its front and rear, a sign "DANGER—

EXPLOSIVES" in red letters not less than 6 inches high on a black or white background. It must also carry an approved-type fire extinguisher capable of dealing with gas or oil fires.

Certain responsibilities of the blaster are specifically set out. As previously, the blaster is responsible for ensuring that specified signals are given before blasting, in order to clear all persons from the blasting area. The blaster is now also specifically required to ensure that sentries are placed on all roads leading to the blasting area and, if necessary, to have additional sentries posted.

After blasting, the blaster must inspect the site to make certain that it is safe for workmen to return to it and, as before, he must not permit any workman to return to it before it is safe.

If misfiring occurs, a wooden marker must be inserted in the blasting hole, and the unexploded charge may not be removed. Misfired charges must be reblasted, with the blaster being responsible for directing the

angle and depth of any additional holes required. Such holes must be at least 2 feet from the misfired charges.

PART VI—OPERATION OF MACHINERY OR EQUIPMENT NEAR ELECTRICAL POWER LINES

A completely new section governing the operation of machinery or equipment near electrical power lines has been introduced.

As a general rule, no one may operate or permit the operation of a mobile crane, drilling machine, excavation machine, or similar equipment where any part of it may come within 10 feet of an electrical transmission or distribution system, unless the following precautions are taken.

The local power utility must be notified of the intention to work in the vicinity of their electrical system and written confirmation

Prescribed danger signs must be posted on all roads leading to the blasting area.

must have been received from the utility that, during the time the work is being done, precautionary measures prescribed in the regulations will be taken.

When the contractor does not have written confirmation from the utility that the prescribed precautions will be taken, the contractor or subcontractor must assign a signalman, who is required to prohibit entry into the work area of any person not engaged in the work, and to warn the operator of the equipment of danger of contact with electrical lines.

Manitoba Operating Engineers and Firemen Act

In Manitoba, new regulations under the Manitoba Operating Engineers and Firemen Act dealing with certification, the duties of operating engineers and firemen and the classification of plants were gazetted as Man. Reg. 102/64 on January 2.

The new regulations resulted from a 1963 amendment to the Act that was designed to make licensing requirements more realistic while keeping them consistent with the basic consideration of maximum safety. Proclaimed in force on October 15, 1964, the amending Act provided for new certificates for compressor plant and refrigeration plant operators, and relaxed other licensing requirements to permit air compressing machines and refrigeration machines to be operated without a licensed person's being in constant attendance, and to eliminate the need to have a licensed person to supervise the operation of certain portable compressor plants.

In line with these amendments, the new regulations have revised the classification of plants and have made corresponding changes in the classification of certificates and in the duties of operators.

The new regulations provide for nine classes of pressure plants, instead of seven. They are: first, second, third, fourth and fifth class, firemen class, refrigeration plant class, pressure plant Class "A" and pressure plant Class "B". In this classification, the same two factors have again been taken into account, namely (1) whether a plant is a high pressure or low pressure plant—that is, whether or not it is operated at a pressure of 15 pounds or more per square inch, and (2) the horsepower it is capable of developing.

A high pressure plant that develops 750 horsepower or more is now classified as first

class; one that develops 300, but less than 750 horsepower, is classified as second class; and one that develops 100, but less than 300 horsepower, as third class.

A high pressure plant that develops 25, but less than 100 horsepower; or a low pressure heating plant capable of developing more than 200 horsepower; is now classified as a fourth class plant. A high pressure steam plant that develops 5, but less than 25 horsepower, is classified as fifth class.

A low pressure heating plant that develops not more than 200 horsepower is classified as fireman class.

A refrigeration plant used for compressing any refrigerant, when the horsepower does not exceed 500 and the safety valves are set to relieve at a pressure of more than 15 p.s.i., is classified as a refrigeration plant class. The only exceptions are factory-assembled single unit refrigeration systems when the individual rating does not exceed 100 horsepower, and that use a non-inflammable, non-toxic refrigerant.

A pressure plant of 500 horsepower or more, other than a refrigeration plant, is classified as a pressure plant Class "A" and one of less than 500 horsepower as a pressure plant Class "B".

As indicated above, the classification of operators' certificates has also been revised to correspond with the changes in the classification of plants. There are now five classes of operating engineers' certificates (first, second, third, fourth and fifth class), a fireman's certificate, a refrigeration class certificate, and two classes of pressure plant certificates (Class A and Class B).

To qualify for certificates, applicants must pass the prescribed examinations. With the approval of the Minister of Labour, the Board of Examiners may, however, waive

this requirement in the case of an engineer who holds a certificate of qualification as an engineer from the Government of Canada, another province or other recognized licensing authority.

An applicant for an examination must be more than 18 years of age and must have the prescribed experience qualifications. The regulations further provide that his experience must have been acquired not more than 10 years before the date of his application, or within such longer period as may be approved by the Board. If an applicant has completed acceptable study courses, the Board may reduce the practical experience requirements. The time credit may not, however, exceed one year for first or second class certificates, and six months for all other classifications of certificates.

An applicant for examination for a first, second or third class certificate must submit with his application his "Operating Engineers' Record of Practical Experience" on the prescribed form. The record book must be completed by the chief engineer or employer and must contain a complete record of the applicant's experience to the date of application. It must also show entries not less frequently than once every 12 months and also when the engineer terminates his employment. Record books are to be issued by the Department of Labour to engineer employees at a cost of 25 cents per copy.

Applicants for other classes of certificates must submit references from employers, or such other proof of qualifications as may be required by the Board.

Normally, applicants will be required to pass written tests prescribed by the Board, but in special circumstances an applicant for a fourth or fifth class operating engineer's certificate, a fireman's certificate or a pressure plant Class "B" certificate may be examined orally by a person designated by the Board. Persons trying for a first, second or third class certificate must obtain a passing mark on electrical questions.

A person holding a first class operating engineers' certificate may act as chief engineer or a shift engineer in any plant. A person who has a second class operating engineers' certificate may act as chief engineer of a steam or refrigeration plant of less than 750 horsepower or of any pressure plant not including a refrigeration plant, or as shift engineer of any plant. The limitations on the other seven classes of certificates are also specified.

A first, second, third or fourth class plant, or a pressure plant Class "A", must be operated under the supervision of a chief engineer who holds a certificate of a class not

lower than that of the plant that he is supervising.

During each shift, every class of plant must be under the supervision of a shift engineer who holds a certificate not more than one class lower than that required to be held by the chief engineer of the plant.

If the chief inspector thinks that a steam plant or a pressure plant or a combined plant is so divided that two or more divisions each require the supervision of an engineer, an engineer of the proper classification must be placed in charge of each division, and at least one chief engineer must be appointed to supervise the work of the other engineers.

The regulations set out the conditions under which certain plants may be left temporarily unattended. The person in immediate charge of a first, second or third class plant may leave the plant for a period of up to one hour, provided that he does not leave the property and that if a person holding a certificate of a class not more than one class lower than that required to be held by the shift engineer of the plant is left in charge.

If the prescribed precautions are taken, a "guarded" second class plant—that is, one equipped with approved automatic safety controls—may be left unattended for a period of up to 30 minutes. If the same conditions are met, the person in charge of a guarded third, fourth or fifth class plant may leave the plant for a period of up to one hour.

The chief engineer must send an immediate report to the chief inspector if there is any accident, explosion or extensive damage to a boiler or pressure vessel in his plant, and he may not make any repairs until he has obtained the necessary approval.

The regulations also set out the course of action to be followed by the person in immediate charge of a plant if an unsafe condition arises. In the event of an emergency, he must take remedial action at once, and must immediately report the situation to the chief engineer or his immediate superior. The cause of the unsafe condition and the remedial action taken must also be recorded in the operator's log book.

The chief inspector is now empowered to suspend a certificate for up to 30 days. Among other reasons, he may suspend an operator's certificate if the latter fails to correct and report an unsafe condition in a plant, or knowingly creates a hazard. A certificate may also be suspended if an operator takes charge of a plant when he is not capable of operating it safely, or if he violates a provision of the Act or regulations.

If the Board of Examiners recommends that a certificate be cancelled or suspended for an indefinite period, the certificate may not be reinstated unless the Minister is satisfied that the disability no longer exists.

Ontario Energy Act

Regulations under the revised Energy Act were gazetted on December 26 and January 2, and will go into force when the new Act is proclaimed.

As before, the Act stipulates that no person may install, repair, service or remove any appliance using gas or fuel oil as fuel unless the work is done under the supervision of registered gas fitter.

The new Regulations governing the transmission and distribution of gas and oil (O. Reg. 325/64) provide for five classes of gas fitters instead of three. These are: gas fitter, maintenance gas fitter, service gas fitter, liquefied petroleum gas fitter—Class I, and liquefied petroleum gas fitter—Class II.

A person who holds a gas fitter's certificate may install, repair, service or remove any type of natural or manufactured gas appliance. If a person is registered as a maintenance gas fitter, he may work only on gas appliances installed in a commercial or industrial building of his employer. A person who is registered as a service gas fitter may repair and service gas appliances.

A person with a liquefied petroleum gas fitter's certificate, Class I, may install, repair, service or remove any type of liquefied petroleum gas appliance. The holder of a liquefied petroleum gas fitter's certificate, Class II, may work only on liquefied petroleum gas

appliances labelled to specifications approved by the Minister of Energy and Resources Management: (i) for use with liquefied petroleum gas only in its vapour state, and (ii) for an input not in excess of 75,000 British thermal units per hour.

As before, a drilling safety code is appended to the regulations governing exploration, drilling and production (O. Reg. 326/64). A new feature is that the owner of a machine for boring or drilling wells is now solely responsible for enforcement of the code. Previously, the operator was equally responsible with the owner for seeing that the safety rules were observed. Another new provision makes it mandatory for the owner to provide a medical kit at the machine and to keep it stocked.

Two codes of standards made by the Canadian Standards Association are again adopted, subject to the changes indicated. Sections 1 and 2 of the Installation Code for Gas Burning Appliances and Equipment (CSA B-149-1962) were made applicable to appliances using natural or manufactured gas by O. Reg. 333/64, and Section 3 of the same code was adopted as a standard for liquefied petroleum gas appliances by O. Reg. 336/64.

The Installation Code for Oil Burning Equipment (CSA B-139-1962) was adopted as a standard for oil burning equipment by O. Reg. 335/64.

Michigan Becomes 32nd State with Effective Minimum Wage Law

Michigan was the only state in the United States to introduce new minimum wage laws in 1964, reports the U.S. Department of Labor.

Thus Michigan became the 32nd jurisdiction in the U.S. with effective minimum wage laws; four other states have such laws on their statute books; but they are inoperative at present.

Of the states with such laws, 20 have a statutory minimum wage, and 17 of the 20 cover men as well as women.

Three states amended their existing laws during 1964. Automatic increases in minimum rates approved in earlier years took effect in seven other states.

There are now six states with statutory rates of \$1.25 or more in effect, and seven with rates of \$1.00 or \$1.15. California wage orders, which came into effect in 1964, set a minimum wage of \$1.30 an hour for most occupations.

The new Michigan statute, which applies to men and women, set a minimum wage rate of \$1.00 at January 1, 1965, to be increased in two steps to \$1.25 by January 1, 1967. It applies to employers of four or more employees between 18 and 65 years of age, with no exemptions except persons subject to the Federal Fair Labor Standards Act.

The law provides, however, that "no employer shall employ for more than 13 weeks in any four consecutive three-month periods any employee at a rate less than prescribed." As a result of this clause, many seasonal agricultural workers will not benefit by the act's provisions.

New York tried again in 1964 to establish by law a minimum wage rate for employment in the city itself of \$1.50 an hour, a higher rate than the state law requires in other parts of New York state. The new law was immediately challenged and was declared unconstitutional by the courts, as was a similar law passed in 1962. An appeal is pending.

Monthly Report of Placement Operations of the National Employment Service

Total of placements in January is largest for that month since 1945 and was 6.1 per cent higher than total for January 1964, 12.9 per cent above average of previous five January totals

Placements reported by local offices of the National Employment Service during January numbered 77,900. The total was the largest for this month since 1945, and was 6.1 per cent higher than the total in the same month last year, and 12.9 per cent above the average for January during the previous five years.

Regional distribution of January placements and percentage change from January 1964 were:

Atlantic	5,300	— 6.9
Quebec	25,600	+ 6.0
Ontario	25,600	+ 2.1
Prairie	12,700	+ 4.0
Pacific	8,800	+37.5
CANADA	77,900*	+ 6.1

Regular placements (those in employment with an expected duration of more than six working days) numbered 55,700, an increase of 4.2 per cent from the January 1964 total. Such placements accounted for 71.5 per cent of all placements made during the month, compared with 72.8 per cent in January the previous year.

This was a change in the pattern of recent months and reflected a substantial increase in the number of casual placements, particularly in the Pacific Region, where unusual weather conditions resulted in heavy demands for casual workers to assist in snow removal.

Regional distribution of male and female placements in January was:

	Male	Female
Atlantic	3,700	1,600
Quebec	18,800	6,800
Ontario	16,700	8,900
Prairie	8,400	4,300
Pacific	6,300	2,500
CANADA	54,000*	23,900*

*Imbalance is due to rounding.

Regional distribution of transfers-out and percentage change from January 1964 were:

Atlantic	200	— 3.1
Quebec	900	— 2.6
Ontario	1,000	—16.6
Prairie	300	—22.1
Pacific	300	+ 3.1
CANADA	2,700*	—10.3

Male Placements

Male placements amounted to 54,000, a figure 10.1 per cent higher than in January 1964. Except for the Atlantic Region, all regions showed an increase over the corresponding month in 1964; a large proportion of the rise was in the Quebec and Pacific Regions.

Placements of women numbered 23,900, a decrease of 2.1 per cent from January of last year. The Quebec, Ontario and Prairie Regions shared in this decrease. The Atlantic and Pacific Regions recorded small increases.

In January, 2,700 placements required the movement of workers from one area to another. This was 300 fewer than in January last year; 200 of the decrease was reported by the Ontario Region. With the exception of the Pacific Region, however, all regions recorded fewer "transfers-out" this year.

Vacancies

Employers notified NES local offices of 99,600 job vacancies during January, an increase of 3.0 per cent from the number in January 1964 and 16.8 per cent above the January average for the last five years.

Of the vacancies, 65,200 were for male workers, an increase of 5.3 per cent over the number of male vacancies in the same month last year. Female job vacancies showed a slight decrease of 1.2 per cent from the January 1964 total, although the total was 6.5 per cent above the average for the last five years.

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

*End-of-December total of claimants was higher than at end of previous month but lower by 54,000 than total a year earlier
December figures include 71,100 seasonal benefit claimants*

Claimants for unemployment insurance benefit numbered 478,200 on December 31, a total up from 274,500 on November 30 but approximately 54,000 down from the 532,300 recorded on December 31, 1963.

The December figures included 407,100 regular and 71,100 seasonal benefit claimants, compared with 451,400 and 80,900 one year earlier. On November 30, the claimant count included 3,000 on seasonal benefit.

Males comprised 80 per cent of persons on claim for one to four weeks, and less than two-thirds of those on continuous claim five weeks or longer. This reflects the heavier impact of seasonal influences on the employment of men. Men accounted for 75 per cent of the December 31 total of claimants, however, compared with 78 per cent one year earlier. This trend has been in evidence during most of 1964.

Initial and Renewal Claims

A total of 316,400 initial and renewal claims were filed during December, an increase of 147,400 from 169,000 claims in November, but a decrease of 29,000 from the December 1963 total. The November-to-December increase was slightly lower than the one the previous year, when the increase was 155,900.

About 90 per cent of the claims filed in December were new cases of unemployment.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries during December was estimated at 236,900, compared with 150,500 in November and 293,800 in December 1963.

Benefit payments totalled \$24,500,000 during December, compared with \$14,600,000 during November and \$29,400,000 in December 1963.

The average weekly payment was \$24.62 in December, \$24.33 in November and \$24.99 in December 1963.

Provincial Data

The claimant count at December 31 was lower than at the same date the year before in all provinces except New Brunswick, where there was a small increase. The November-to-December percentage increases were higher

in the Atlantic Provinces, particularly in Newfoundland and Prince Edward Island, than elsewhere. This is partly because seasonal benefit claimants are relatively more numerous in that area, accounting for more than 25 per cent of the December 31 claimants, compared with 15 per cent at the national level.

Insurance Registrations

On December 30, insurance books or contribution cards had been issued to 4,969,614 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1964.

On the same date, registered employers numbered 340,666, a decrease of 475 since November 30.

Enforcement Statistics

During December, 8,487 investigations were conducted by enforcement officers across Canada. Of these, 5,819 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 357 were miscellaneous investigations. The remaining 2,311 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions began in 186 cases,* 81 against employers and 105 against claimants.

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 712.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in December totalled \$30,451,708.80, compared with \$33,298,238.84 in November and \$31,750,618.75 in December 1963.

Benefits paid in December totalled \$24,497,809.40, compared with \$14,646,798.42 in November and \$29,360,515.60 in December 1963.

The balance of the Fund on December 31 was \$81,356,310.64. On November 30 there was a balance of \$75,402,411.24; on December 31, 1963, a balance of \$58,524,439.25.

* These do not necessarily relate to the investigations conducted during this period.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2426, October 16, 1964

Summary of the Main Facts: The claimant filed an initial application for benefit on October 21, 1963. He had worked as a machine operator with a fire brick company from 1950 to October 18, 1963, inclusive. His rate of pay was \$110 a week.

On the information at that time, the insurance officer disqualified the claimant under section 60(1) of the Act, in that he had lost his employment due to industrial misconduct. The claimant had stated that he had been "dismissed for union activities" and the employer had declared that he had been "dismissed for failure to follow instructions regarding formula weights and mixing times," that he had been warned and that he had "admitted failure in signed statement to the company."

The claimant appealed. On February 25, 1964, a board of referees reversed the insurance officer's decision and allowed the claim. The board's conclusion reads:

From all the evidence, it could be taken that misconduct existed. The difficulty, however, is that the company was lax in acting on the information that they had or even in confronting the parties with it, until a matter of certification of a union got into the picture. It would seem to the board that the union activity of both of these claimants was the catalyst which made up the company's mind to dismiss these claimants rather than let matters continue as they had been doing. For this reason, we must give the benefit of any doubt to the claimants.

On March 2, 1964, the local office wrote to the claimant and said: "We understand that you have been awarded a sum of \$500 by the board of arbitration. In the matter of payment of benefits, it is necessary that we be made aware of the reason for such an award . . ."

The claimant replied on March 9, 1964, as follows:

Please find enclosed a copy of the settlement which was made at the Ont. Relations Board on Dec. 30, 1963. I would like to make it understood that this money that I received was not for wages or severance pay, but for damages that were caused to my good name. I was fired by the company after 14 years of service, who falsely charged me with cheating. Being wrongly discharged will be held against my clean record. . .

The document referred to in the claimant's letter reads:

MINUTES OF SETTLEMENT

Without admitting any liability whatsoever, and in consideration of the covenants herein, the parties hereto agree as follows:

1. The complaint with respect to the dismissal of [the claimant] under section 65 of The Relations Act shall be and is hereby withdrawn by the complainant.

2. The respondent shall pay \$500.00 to [the claimant] forthwith.

3. . . . [the claimant] hereby releases the respondent of all claims, actions and causes of action arising out of [his] dismissal by the respondent.

In view of the principles and jurisprudence established in the Umpire's decision CUB 2076 (L.G. 1963, p. 70), the insurance officer considered that the money received, viz. \$500, was earnings under Regulation 172 and as the claimant had stated that his weekly wage was \$110, he allocated it in accordance with the provisions of subsection (5) of Regulation 173. The insurance officer wrote to the claimant on March 13, 1964, as follows:

Your claim for benefit has been examined. However, on the information which has been presented, your earnings are determined to be as follows:

Week commencing 20 October 1963	\$110.00
Week commencing 27 October 1963	\$110.00
Week commencing 3 November 1963	\$110.00
Week commencing 10 November 1963	\$110.00
Week commencing 17 November 1963	\$ 60.00

The claimant appealed to a board of referees because "the money I received was for damages, and not for wages or severance pay or past or future earnings. . ."

The majority decision of the board of referees, which heard the case on April 13, reads:

The majority of the board agree that the payment of \$500 for the settlement of a grievance and as such as set out in section 173(8) and would have to be determined as earnings and, therefore, disallow the appeal. The claimant's appeal is dismissed and the adjudication of the insurance officer upheld.

The dissenting member of the board of referees said:

This award cannot be classified as earnings under Regulation 172 . . . I am of the opinion that while the company did not pay the severance pay voluntarily but were forced into doing so by action instituted by the complainant, nevertheless this amounts to severance pay under the Act.

The claimant appealed to the Umpire from the majority decision of the board of referees on the ground that the board had erred in its interpretation of the Act. The claimant requested an oral hearing.

In a statement of observations dated June 10, 1964, for consideration by the Umpire,

the Chief of the Adjudication Division of the Unemployment Insurance Commission said:

The evidence shows that the money in question is a payment covered by Regulation 172(1)(b), since the payment arose out of the claimant's contract of employment. This is evident in that such payment was made in settlement of a grievance arising out of his separation from employment. This payment is therefore earnings unless provided for by the exceptions in Regulation 172(2).

The only applicable exception, if there be any, would be in Regulation 172(2)(f). However, the payment was clearly not a bonus or a gratuity, since the evidence shows that the employer was under obligation to pay by reason of the settlement arranged through the Ontario Labour Relations Board. It is further submitted that it was not a severance or retirement payment. These latter payments are generally used to refer to certain specific payments made in accordance with a labour agreement or an established practice of an employer, rather than to a payment agreed upon in a particular case to effect settlement of a grievance.

On the other hand, the exception in Regulation 172(2)(f) does not comprise all payments made by reason of the termination of the claimant's contract of service. The only payments excepted from the definition of earnings by this subsection are those specifically mentioned therein. The intention of Regulation 172 in this respect is made evident from the fact that provision is made by Regulation 173 for the allocation of other types of termination or separation payments, particularly by subsections (4), (5) and (8) of Regulation 173. With respect to subsections (4) and (5), some pertinent types of payments are "wages in lieu of notice" and "other monies received at the occasion of separation." It is submitted that the latter category could apply to the circumstances of this case. However, subsection (8) of the same Regulation deals with "retroactive payments of wages or monies in lieu of wages awarded to a dismissed employee whether he is reinstated or not" and is also pertinent to this type of payment.

In CUB 1982, which dealt with a payment of wages in lieu of notice, such monies arose out of the claimant's contract of employment in accordance with Regulation 172(1)(b) and were determined as earnings since the allocation is specifically provided for in Regulation 173 (4), so that they are not included in the terms "severance pay or retirement payments" in the exception provided by Regulation 172(2)(f). Similarly, in CUB 1933 concerning a question of payments in lieu of retirement leave credits, such monies were not included in the exception provided by Regulation 172(2)(f) but came under Regulation 173(4), as specifically mentioned therein, and were properly allocated in accordance with the provisions of Regulation 173(5).

It was held in CUB 2076 that a payment in settlement of a claim for wrongful dismissal and in consideration of years of service did not come under the exceptions in Regulation 172(2) and was earnings under Regulation 172(1) and allocated under Regulation 173(4) for "other monies received at the occasion of separation." In that decision the Umpire, referring to "retroactive payments of wages or monies in lieu of wages awarded to a dismissed employee" in Regulation 173(8), said as an example that once a retroactive payment of that kind is determined as earnings under Regulation 172(1), and is not excepted by Regulation 172(2), then

such payment should be allocated in accordance with Regulation 173(8).

In the present case it is submitted that the evidence supports the view that the payment made by this employer to the claimant was payment of monies in lieu of wages awarded to a dismissed employee (Regulation 173(8)), and in the absence of definite information as to the period for which the payment was awarded it seems logical to allocate it in the manner provided by Regulation 173(5)(b).

The majority decision of the board of referees, after assessing the evidence and hearing the claimant's union representatives, came to the conclusion that the payment of \$500 made by the employer was properly determined as earnings for benefit purposes

The oral hearing before the Umpire was held on September 23, 1964. The claimant, who was present, was represented by Mr. H. Weisbach, of the Ontario Federation of Labour (CLC), and the Unemployment Insurance Commission by Mr. P. Bozowsky, one of its solicitors.

Considerations and Conclusions: The award of the Ontario Labour Relations Board makes it clear that the sum of \$500 which was paid to the claimant was an income arising out of his contract of employment. In fact, it is stated in that award that, in consideration of the payment of the aforementioned money by his previous employer, the claimant released him of all claims, actions and causes of action arising out of his dismissal.

According to the jurisprudence established by the Umpire in decision CUB 2076, money paid by an employer to his employee as settlement of a claim for wrongful dismissal is in the nature of an income arising out of his services or of his contract of employment and, therefore, constitutes earnings within the meaning of subsection (1) of Regulation 172.

As the record shows that the money paid to the instant claim was as a settlement of his claim for wrongful dismissal, I see no reason to disturb the decision of the board of referees.

I consequently decide to dismiss the claimant's appeal.

Decision CUB 2437, October 30, 1964

Summary of the Main Facts: The claimant filed an initial application for benefit on June 18, 1964, and stated that she had worked as a secretary at a wage of \$325.00 a month from February 1963 to May 29, 1964, inclusive. Her reasons for separation read:

I left voluntarily because the Co. moved from Toronto to Rexdale, Ontario. I was called into the office by the Office Manager before the move and he told me that the plant was 1½ miles from the nearest bus route and I would have difficulty getting there without private transportation. He knew that I had not private transport and he advised me to leave. I had no prospects when I quit. Unemployed 30 May, 1964 to date.

In the confirmation of separation (Form UIC 479) dated June 29, 1964, the employer stated:

We are moving our office & warehouse from Bloor St. to Rexdale. It was originally scheduled to move on June 2, then moved ahead to June 19. However it now appears that we will not move until mid-July. The above employee did not think she could travel the distance to the new plant, therefore, *she resigned*.

On July 3, 1964, the local office contacted the Toronto Transit Commission and obtained the following information: Transportation would be to take the bus to Jane and Bloor Streets, and Kingsway bus to Kipling Avenue, and the Kipling bus north to Belfield Road, Travelling time about 50 minutes and 2 bus tickets."

The insurance officer disqualified the claimant and suspended benefit from June 14, 1964, to July 11, 1964, inclusive, on the ground that she had voluntarily left her employment on May 29, 1964, without just cause (section 60(1) of the Act).

The claimant appealed to a board of referees in a letter dated June 11, 1964, which reads:

A notice appeared on the bulletin board . . . stating that the Company would be moving June 1/64 . . .

Upon reading this notice I approached my employer and asked if transportation would be made available for the secretaries. He said definitely not and if I, or anyone else could not obtain a ride, he advised us to leave the Company and look closer to home for another position. He suggested 3 buses and 1½ miles walk each morning would be out of the question. I inquired around to see if anyone else had a ride and if I could join them. No rides were available. There are in our office only managers and secretaries. Most of the managers live close to the selected new plant and the others would be travelling the 401 Highway to get there. One girl had already left to procure a job closer to home and the others were leaving . . .

I inquired again to my boss and he again said I could be replaced so I then said, I guess I will have to leave for I hadn't a ride. The first week in May, Monday morning, a girl was at my desk to continue my duties. I left May 31/64. But the plans had changed and the move was to be in July.

I was not asked to stay on so left. I took a 2 week vacation with my family before reporting for work at the employment office.

The pertinent portion of the employer's notice to which the claimant refers in her appeal to the board of referees reads: "This is to announce that effective June 1, 1964 the Offices and Shipping personnel of both the above companies will move to a new location . . .

On July 16, 1964, the insurance officer contacted the Toronto Transit Commission and was informed as follows:

Two routes available, Regular route: Weston Road bus to Lawrence Ave., then Malton bus to corner of No. 27 hwy. and Dixon Road. This would result in walk of about 1 mile.

Other route: Rush hour service every 30 minutes—Kipling Road bus to Martingrove and Belfield. This would result in a walk of less than ½ mile.

Travel time each way about 50 minutes.

The majority decision of the board of referees which heard the case in Toronto on July 31, 1964, reads:

. . . The claimant was present at the hearing and described to the board her problem as far as trying to secure transportation to the new plant location was concerned. She found there was evidently no ride available and declared that the management had intimated that if she could not arrange transportation, she might as well quit. She declared also that early in May a girl was brought in, evidently to train for the position, so that eventually at the end of May she voluntarily left her position.

She stated also that she had been seeking employment by her own efforts but would require a wage around \$70 per week to start in order to have sufficient funds to pay her baby sitter and other expenses . . .

The majority of the board are in agreement that the claimant did voluntarily leave her employment on 29 May 1964 without just cause within the meaning of the Act. It was felt that she could at least have tried public transportation.

The claimant's appeal is dismissed and the disqualification of the insurance officer is upheld.

The dissenting member of the board of referees stated:

In dissenting with the majority report, the most pertinent evidence, in my opinion, is contained in Exhibit 5, where the employer had a replacement for the work done by the appellant on Monday, May 4th . . . It is therefore my contention that the employer utilized the question of the firm moving to another location as an opportunity to rid himself of the appellant . . .

I submit that the appellant left her employment for just and sufficient cause realizing that the employer wished to terminate her employment, and I would respectfully submit that the appeal be allowed.

The claimant appealed to the Umpire on August 28, 1964, and said:

On July 31/64 I sat before the board of referees at the Jarvis St. office appealing the question "Did I leave my place of employment voluntarily." I later received their verdict I had lost my appeal. A phone call from Mrs. R—revealed to me that she too had applied for unemployment benefits and appealed her claim and *won* the appeal. There must be some mistake as Mrs. R—and I both secretaries, *left for the same reason*. Why does one receive benefit and the other doesn't?

Considerations and Conclusions: The record shows that the claimant voluntarily quit her employment without just cause and that she was rightly disqualified from receiving benefit pursuant to section 60(1) of the Act.

It is not uncommon for people residing in a city the size of Toronto to go to work at a much greater distance than that which is involved in this case, and it would seem that, as stated in the majority decision of the board of referees, "she could at least have tried public transportation."

(Continued on page 285)

WAGE SCHEDULES

Wage Schedules Prepared and Contracts Awarded in January

Works of Construction, Remodelling, Repair or Demolition

During January the Department of Labour prepared 176 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and for certain services. In the same period, a total of 211 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 145 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Agriculture, Defence Production, Northern Affairs and National Resources, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in January for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Central Mortgage & Housing Corporation	1	\$6,491.00
Defence Production	104	1,260,410.00
Post Office	26	463,091.05
Public Works	1	12,719.00
Royal Canadian Mounted Police	7	14,908.93
Transport	1	1,404.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Labour Standards Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made in January

During January the sum of \$4,168.68 was collected from 11 contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 121 workers concerned.

Contracts Containing Fair Wage Schedules Awarded in January

DEPARTMENT OF AGRICULTURE

Charlottetown P E I: Palmer Electric Ltd, extension of electrical wiring into plant research rooms, Experimental Farm. *near Ste Rose Du Lac Man:* Macaw & MacDonald Ltd, construction of dam (Turtle river). *near Arborfield Sask:* Matheson Bros Ltd, construction of project on Burnout Brook. *near Elbow Sask:* North American Road Ltd, reservoir clearing for SSR project (contract 42A). *near Outlook Sask:* Peter Kiewit Sons' Company of Canada Ltd, closing of low level tunnels, SSR project (contract 47). *near Nanton Alta:* J A Moulson Construction Ltd, Chain of Lakes project. *Vancouver B C:* Lord & Burnham Co Ltd, supply & erection of double greenhouses, research station.

In addition, this Department awarded one contract containing the General Fair Wages Clause.

ATOMIC ENERGY OF CANADA LIMITED

Deep River Ont: Custodis Canadian Chimney Co Ltd, repair of concrete chimney at Powerhouse 1. *Pinawa Man:* Grinnell Company of Canada Ltd, installation of WR-1 reactor waterspray fire extinguisher systems.

CENTRAL MORTGAGE AND HOUSING CORPORATION

Montreal Que: Sestock Construction Ltd, installation of counter top, Le Domaine; Nap Laforest & Fils Ltee, installation of floor tile, Le Domaine. *Montreal Area Que:* Nazalpino Construction Ltee, supply & installation of counter top, etc, Villeray Terrace; Nazalpino Construction Ltee, supply & installation of counter top, etc, Benny Farm; Nazalpino Construction Ltee, supply & installation of counter top, etc, Cloverdale Park; Deschenes & Perreault, supply & installation of counter top, etc, Terrasse St Michel. *Edmonton Alta:* Capital Office Cleaners, janitorial services for Highlands Court apartments.

In addition, this Corporation awarded 31 contracts containing the General Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Eskasoni Indian Agency N S: Stephens Construction Ltd, auditorium/gymnasium addition, day school. *Restigouche Indian Agency Que:* Elie Dufour & Jos J Martin, construction of pumphouse, etc, reserve. *Sault Ste Marie Indian Agency Ont:* J McLeod & Sons Ltd, improvements to water heating facilities, Shingwauk residential school. *Fort Vermilion Indian Agency Alta:* Double V Construction Ltd, construction of bridge over the Meander river near Upper Hay river, reserve 212.

DEFENCE CONSTRUCTION (1951) LIMITED

Summerside P E I: Schurman Construction Ltd, construction of sand storage bldg, RCAF station. *Cornwallis N S:* D J Lowe Ltd, construction of fire stops, etc, in various bldgs, HMCS Cornwallis. *Dartmouth N S:* Blunden Supplies Ltd, interior alterations to bldg 5, RCN air station, *Shearwater. Greenwood N S:* Lagendyk & Co Ltd, interior painting of barrack blocks, RCAF station. *St Jean Que:* Alsco Montreal Inc, supply & installation of metal storm windows & screens, RCAF station; P M Enterprises Inc, renovations to bldg 4, College Militaire Royal. *Shawinigan Que:* Florent Gauthier, repair of fire damages, armoury.

Brantford Ont: R E Ferguson, Ltd, rewiring & relighting armoury. *Kingston Ont:* M J McPherson Electric & Plumbing, interior painting of married quarters, Fort Henry Heights. *Meaford Ont:* John Gaffney Construction Co Ltd, improvements to water supply system. *Prince Albert Sask:* Melfort Electric Ltd, rewiring & relighting armoury. *Comox B C:* M

Sleightholme & Co Ltd, interior painting of barrack blocks 6 & 23, RCAF station. *Victoria B C*: J Busby & Son Decorators Ltd, interior painting of married quarters; Acme Commercial Painting, interior painting of camp bldgs.

DEPARTMENT OF DEFENCE PRODUCTION

Summerside P E I: Alasco Maritimes Ltd, supply & installation of aluminum windows on various bldgs, RCAF station; Arrow Metal Products Ltd, supply & installation of combination storm & screen windows, RCAF station; Schurman Construction Ltd, supply & installation of vinyl asbestos tiles, barrack block 3, RCAF station. *Amherst N S*: Central Electric, supply & installation of fire detection system, armoury. *Dartmouth N S*: Nichols Contracting Ltd, installation of underground services, Shannon Park recreation bldg. *Greenwood N S*: Wylie P Hazelwood Ltd, interior painting of Hangar 11, RCAF station; Valley Services Ltd, installation of hydrants, valves, pipe, etc, RCAF station.

Chatham N B: Canadian National Railways, construction of railway spur to central heating plant, RCAF station. *Newcastle N B*: Bernard Danby, interior painting of armoury. *Kingston Ont*: Friendship Construction Co Ltd, washroom repairs, Royal Military College. *Gimli Man*: Gimli Construction Co Ltd, replacement of door channels & concrete apron approaches to Hangars 3 & 4, RCAF station. *Winnipeg Man*: Twin Cities Painting & Building Cleaning Co Ltd, interior painting of bldgs 16 & 30, La Verendrye Lines, Fort Osborne barracks.

Edmonton & Lancaster Park Alta: Elliot Painters & Decorating Ltd, interior painting of married quarters, RCAF station. *Victoria B C*: Hume & Rumble Ltd, installation of automatic fire alarm system, Bay street armoury; Ricketts-Sewell Electric Ltd, relocation & additions to lighting, first & second floors, bldg 10, HMC Dockyard, Esquimalt.

In addition, this Department awarded 46 contracts containing the General Fair Wages Clause.

NATIONAL HARBOURS BOARD

Vancouver B C: Vancouver Pile Driving & Contracting Co Ltd, addition to Campbell avenue fishermen's wharf.

DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

This Department awarded one contract containing the General Fair Wages Clause.

PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

Port Colborne Ont: Dick Construction & Engineering Co Ltd, installation of sanitary sewers, house service connections, sewage pumping mains, etc, (contracts B & C); Clairson Construction Co Ltd, installation of sanitary sewers, house service connections, sewage pumping main, etc, (contract A). *Winnipeg Man*: Macaw & MacDonald Ltd, construction of Munroe avenue to Polson avenue river crossing, section B & Polson avenue comminutor station.

DEPARTMENT OF PUBLIC WORKS

Admiral's Beach Nfld: Wm Hynes, construction of slipway. *Durrell Nfld*: Twillingate Engineering & Construction Co Ltd, construction of post office bldg. *Eastport Nfld*: M & T Construction Ltd, construction of post office bldg. *Glover's Harbour Nfld*: Twillingate Engineering & Construction Co Ltd, shed & wharf extension. *Green's Harbour Nfld*: H Drover & Co Ltd, construction of post office bldg. *Jersey Side Nfld*: Messrs Stoodley & Oldford, construction of post office bldg. *Lumsden South Nfld*: Babb Construction Ltd, harbour improvements. *Pasadena Nfld*: H V Randell Ltd, construction of post office bldg. *near Whitbourne Nfld*: Curran & Briggs Ltd, clearing of Argentina access road from Trans-Canada Hwy. *between Whitbourne & Dunnville Nfld*: Curran & Briggs Ltd, clearing of Argentina access road.

Charlottetown P E I: Williams, Murphy & Macleod Ltd, railway wharf warehouse repairs. *Mount Stewart P E I*: MacLeod Bros, construction of post office bldg. *Murray Harbour P E I*: MacLeod Bros, construction of post office bldg. *St Louis P E I*: Frank Bryon & Thane Milligan, construction of post office bldg.

Advocate N S: Smith Construction Ltd, construction of post office bldg. *Boylston N S*: James D Callahan, construction of post office bldg. *Collingwood Corner N S*: Smith Construction Ltd, construction of post office bldg. *D'Escousse N S*: B E M Contractors Ltd, construction of post office bldg. *Dingwall N S*: Dunn Construction Co Ltd, construction of post office bldg. *Donkin N S*: Leonard Construction Co Ltd, construction of post office bldg. *East Bay N S*: John A MacLellan, construction of post office bldg. *Halifax N S*: Parker Bros (1960) Ltd, interior painting of Ralston bldg; General Equipment Ltd, conversion of manually-operated elevator to automatic, federal bldg, Bedford Row. *Heatherton N S*: James D Callahan, construction of post office bldg. *Hebron N S*: Jacob LeBlanc, construction of post office bldg.

Monastery N S: James D Callahan, construction of post office bldg. *Neil's Harbour N S:* Dunn Construction Co Ltd, construction of post office bldg. *New Ross N S:* Hilliard Cameron, extension to post office bldg. *Orangedale N S:* Malcolm MacRae, construction of post office bldg. *River Denys Station N S:* McIsaac, McIsaac & McLennan Contractors, construction of post office bldg. *Southampton N S:* Smith Construction Ltd, construction of post office bldg. *South Ohio N S:* Gus Surette, construction of post office bldg. *Wallace N S:* MacBurnie Bros Ltd, construction of post office bldg. *Wedgeport N S:* Central Construction Co, construction of post office bldg. *West Bay Road N S:* Paragon Construction, construction of post office bldg. *Westport N S:* Paragon Construction, construction of post office bldg. *West Pubnico N S:* Wallace & Bernard D'Eon, construction of post office bldg. *Yarmouth Bar N S:* Kenney Construction Co Ltd, protection work repairs.

Alma N B: Judson E Kelly, construction of post office bldg. *Baker Brook N B:* O'Neil Pelletier, construction of post office bldg. *Fredericton N B:* S C R Construction Co Ltd, alterations to first floor, federal bldg. *Lower Neguac N B:* Atlantic Construction Ltd, construction of post office bldg. *Neguac N B:* Atlantic Construction Ltd, construction of post office bldg. *New Denmark N B:* Anchor J Anderson, construction of post office bldg. *Tabusintac N B:* Atlantic Construction Ltd, construction of post office bldg. *Tide Head N B:* L D Dimock Co Ltd, construction of post office bldg.

Baie Comeau Que: Les Entreprises du Cap Diamant Ltee, construction of steel pile fenders. *Black Cape Que:* Goulet Construction Cie Ltee, construction of post office bldg. *Boulanger Que:* Roland Girard, construction of post office bldg. *Cap Chat Que:* Paul Sergerie, wharf repairs. *Cap Chat Est Que:* Theodose Gagnon, construction of post office bldg. *Carleton Que:* Bernier Equipment Enrg, wharf repairs. *Chute St Philippe Que:* Les Entreprises Mont-Daniel, wharf construction. *Clarenceville Que:* O Coupal Inc, construction of post office bldg. *Daveluyville Que:* J Robert Noel Inc, construction of post office bldg. *Duparquet Que:* Materiaux Construction Macamic Inc, construction of post office bldg. *Garthby Station Que:* Dorilas Grenier Ltee, construction of post office bldg.

Gascons Que: Roland Claveau, construction of post office bldg. *Grand Cascapedia Que:* Roland Claveau, construction of post office bldg. *Henryville Que:* Omer Brault, construction of post office bldg. *Lac des Ecorces Que:* Les Constructions Mercure Enrg, construction of post office bldg. *Lac Humqui Que:* Henri Dube, construction of post office bldg. *Lac Ste Croix Que:* Lionel Simard, construction of post office bldg. *Lac Tortue Que:* Justin Desy, construction of post office bldg. *L'Ascension Que:* Leger & Robidoux, construction of post office bldg. *Leeds Village Que:* Herve Lessard & Signefroid Labrecque, construction of post office bldg. *Les Boules Que:* Leopold Roy, construction of post office bldg. *Les Hauteurs de Rimouski Que:* Roland Claveau, construction of post office bldg.

Marsoui Que: Robert Ducasse, construction of post office bldg. *Maskinonge Que:* Giles Malo, construction of post office bldg. *Messines Que:* J M Cote, construction of post office bldg. *Montreal Que:* Westeel Products Ltd, supply & installation of metal office partitions, National Revenue bldg. *Petite Matane Que:* Robert Ducasse, construction of post office bldg. *Phillipsburg Que:* O Coupal Inc, construction of post office bldg. *Pointe Fleuvant Que:* Charles Woodrow Brown, wharf repairs. *Remigny Que:* Charest Construction Co Ltd, wharf reconstruction. *Riviere la Madeleine Que:* Robert Ducasse, construction of post office bldg. *Roxton Falls Que:* Marcel Lachapelle, construction of post office bldg. *Ruisseau-Vert Que:* Francois Lapointe Inc, construction of post office bldg.

Saguenayville (Riviere du Moulin) Que: Georges Riverin & Fils Enr, construction of protection wall. *St-Alphonse-de-Caplan Que:* Roland Claveau, construction of post office bldg. *St. Cuthbert Que:* Agenor Blais, construction of post office bldg. *St Denis-de-la-Bouteillerie Que:* Girard & Frere Enr, construction of post office bldg. *St Elzear de Bonaventure Que:* Demeules & Durette Enr, construction of post office bldg. *St-Francois d'Assise Que:* Valmont Ouellet, construction of post office bldg. *Ste-Francoise Que:* Jos Boulay, construction of post office bldg. *St Gabriel de Rimouski Que:* Roland Claveau, construction of post office bldg. *St Gedeon Que:* Lionel Simard, construction of post office bldg. *Saint Godefroi Que:* Henri Chapados, construction of post office bldg. *St Luc Que:* Omer Brault, construction of post office bldg.

St Medard Que: Jos Boulay, construction of post office bldg. *Ste-Sabine de Bellechasse Que:* Grenier & Charest, construction of post office bldg. *St-Samuel de Gayhurst Que:* Emilien Bolduc, construction of post office bldg. *St-Sebastien de Beauce Que:* Dorilas Grenier Ltee, construction of post office bldg. *St Tharsicius Que:* Henri Dube, construction of post office bldg. *Ste Therese de Gaspe Que:* Jean Paul Gagnon, construction of post office bldg. *St Vincent de Paul Que:* J Brissette Ltee, reconstruction (phase VI, mechanical & electrical), penitentiary. *Ticouape Que:* Girard & Frere Enr, construction of post office bldg. *Tourelle Que:* Andre Lepage, construction of post office bldg. *Trois Rivières Que:* Rosaire Dufresne

Inc, extension to mail lobby & loading platform of federal bldg. *Val D'Espoir Que*: Jean Paul Gagnon, construction of post office bldg. *Val d'Or Que*: Valbec Construction Inc, construction of RCMP detachment quarters.

Arnprior Ont: J R Statham Construction Ltd, general alterations in various bldgs, Civil Defence College. *Campbellville Ont*: Wm Arch & Sons Building & Construction Ltd, construction of office bldg. *Chatham Ont*: National Painting & Decorating (Windsor) Ltd, interior painting & plaster repairs, federal bldg. *Collingwood Ont*: MacDonald & Sykes, construction of water gauge station. *Dresden Ont*: Ben Bruinsma & Sons Ltd, construction of post office bldg. *Iron Bridge Ont*: West York Construction, construction of post office bldg. *Kingsville Ont*: Kubis Home Builders, construction of federal bldg. *McGregor Ont*: J S Thornton, construction of post office bldg. *Montreal River Ont*: Albert Haigh, wharf repairs. *Mount Albert Ont*: West York Construction, construction of post office bldg.

Ottawa Ont: Ron Engineering & Construction Ltd, extension to virus laboratory, Tunney's Pasture; C A Pitts General Contractor Ltd, excavation for the Canadian centre for the Performing Arts (phase 1); Beaudoin Construction Ltd, general alterations to Finance bldg, Tunney's Pasture; Canadian Comstock Co Ltd, installation of air conditioning, Brooke Claxton bldg, Tunney's Pasture; Canadian Comstock Co Ltd, installation of air conditioning, Supreme Court bldg; R R Construction, alterations to third floor, Vimy bldg. *Prescott Ont*: Fort Construction & Equipment Ltd, construction of information centre & public toilets. *St Catharines Ont*: Jack W Harper Construction Ltd, interior alterations to first & second floors, federal bldg. *St Charles Ont*: Gerard Builders of North Bay, construction of post office bldg. *Stoney Point Ont*: Ben Bruinsma & Sons Ltd, construction of post office bldg. *Sunderland Ont*: Willard N Hunt, construction of post office bldg. *Wallaceburg Ont*: The John Hayman & Sons Co Ltd, construction of federal bldg.

Brandon Man: Nu-Way Decorating Co, interior decorating of federal bldg. *Rorketon Man*: Freheit Construction Ltd, construction of post office bldg. *Stony Mountain Man*: Raymond Massey Builders Ltd, alterations & addition to dairy barn F-24, Manitoba penitentiary. *Avonlea Sask*: Cemac Enterprises, construction of post office bldg. *Beechy Sask*: L E Fitzgerald Construction Ltd, construction of post office bldg. *Waldheim Sask*: Driedger & Stoesz, construction of post office bldg. *Banff Alta*: Christensen & Macdonald Construction (Southern) Ltd, construction of RCMP detachment bldg. *Warburg Alta*: R Holzer Construction, construction of post office bldg.

Fernie B C: Bird Construction Co Ltd, construction of RCMP detachment quarters. *Matsqui B C*: Commonwealth Construction Co Ltd, construction of central heating plant (contract 3), Matsqui institution. *Port McNeill B C*: Salo & Miemi Contractors, construction of post office bldg. *Prince Rupert (Seal Cove) B C*: West Construction Ltd, construction of various bldgs for Dept of Transport. *Surge Narrows B C*: Ed Sawchuck Contracting Co Ltd, relocation of landing. *Vancouver B C*: Cain Truscott Contractors Ltd, alterations to third floor, Immigration bldg. *Victoria B C*: Wakeman & Trimble Contractors Ltd, construction of dormitory block, Dominion Astrophysical Observatory; Chew Excavating Ltd, alterations to water supply system for Dept of Mines & Technical Surveys, Dominion Astrophysical Observatory. *William Head B C*: Luney Bros & Hamilton Ltd, construction of cubicle dormitory bldg for Dept of Justice.

In addition, this Department awarded 52 contracts containing the General Fair Wages Clause.

THE ST LAWRENCE SEAWAY AUTHORITY

St Catharines Ont: The Carter Construction Co Ltd, entrance wall extensions to lock 2 (upper) & lock 3 (lower), Welland Canal. *Thorold Ont*: Maritime Steel & Foundries Ltd, supply & erection of sector gates, lock 7, Welland Canal twinning project.

DEPARTMENT OF TRANSPORT

Dartmouth N S: J W Lindsay Construction Co Ltd, construction of foundations for Armo-type prefabricated steel bldg, Dartmouth agency. *Halifax N S*: Allied Aviation Service Company of Nfld Ltd, cleaning air terminal bldg, international airport. *Sydney N S*: Stephens Construction Ltd, construction of garage & firehall bldg. *Dorval Que*: Meco Electric (1960) Inc, apron lighting (phase A) & supporting structures, international airport. *Matane Que*: Sirois Electrique (Matane) Inc, installation of LI approach lighting with rotating beacon, airport. *Carp Ont*: Coady Construction Ltd, construction of PAR controller training facility bldg. *Malton Ont*: Bedard-Girard Ltd, installation of power supply to control tower, etc, international airport.

Moosonee Ont: Les Owens Construction Co Ltd, construction of access road & site preparation, Rawlinsonde station. *North Bay Ont*: Farquhar Construction Ltd, construction of sand storage bldg & related work. *Uplands Ont*: H G Francis & Sons Ltd, ventilation of welding

(Continued on page 285)

PRICE INDEXES

Consumer Price Index, February 1965

The consumer price index (1949=100) increased 0.2 per cent to 137.2 at the beginning of February from 136.9 in January.

Five of the seven main components increased; the largest rise, 0.5 per cent, occurred in the food index. The recreation and reading index declined 0.4 per cent, and the transportation index was unchanged.

The February index was 2.0 per cent higher than the February 1964 index of 134.5.

The food index rose 0.5 per cent to 133.1 from 132.5. Prices increased for fresh fruit and vegetables, fats other than butter and lard, some beef cuts, both fresh and cured pork, liver, lamb, veal and chicken. Prices were lower for eggs, sugar, oranges and grapefruit, canned and frozen orange juice, celery, cabbage, and lettuce.

The housing index rose 0.2 per cent to 140.1 from 139.8. The shelter component was 0.4 per cent higher, reflecting increased prices for home-ownership and house repairs. Rent was unchanged. The household operation component declined 0.2 per cent as sale prices for furniture and carpeting outweighed higher prices for household supplies and cotton and wool textiles.

The clothing index increased 0.3 per cent to 119.5 from 119.2, mainly reflecting women's wear prices up from sale levels, and higher prices for cotton and wool piece goods, and footwear. Price changes for men's and children's wear were mixed.

The transportation index was unchanged at 146.3. Higher prices for taxi fares in a few cities and bus fares in one city were offset by scattered lower gasoline prices.

The health and personal care index edged up 0.1 per cent to 174.6 from 174.4, chiefly as a result of higher prices for personal care supplies. The health care component decreased slightly; prices were lower for prescriptions and other pharmaceutical products.

The recreation and reading index declined 0.4 per cent to 153.4 from 154.0; lower prices for magazine subscriptions moved the reading component down 1.6 per cent. The recreation component rose fractionally as a result of price increases for bicycles and camera film.

The tobacco and alcohol index was 0.1 per cent higher at 121.8 from 121.7. Scattered price increases for cigarettes and cigarette tobacco moved the tobacco component. The component for alcoholic beverages was unchanged.

Group indexes in February 1964 were: food 131.3, housing 137.3, clothing 117.8, transportation 142.6, health and personal care 165.4, recreation and reading 152.3, and tobacco and alcohol 119.4.

City Consumer Price Indexes, January 1965

Consumer price indexes (1949=100) for the ten regional cities exhibited mixed movements between December 1964 and January 1965. Indexes were higher in seven cities, unchanged in two, and lower in one.

Movements ranged from an increase of 0.6 per cent in Vancouver to a decrease of 0.4 per cent in Ottawa.

Food indexes rose in five cities, declined in two, and remained constant in three. Changes ranged from an increase of 0.4 per cent in Saint John to a decrease of 1.6 per cent in Toronto.

Indexes for housing rose in three cities, fell in three and remained unchanged in four. Clothing indexes were lower in eight cities and unchanged in Saint John and Saskatoon-Regina. Transportation indexes increased in nine cities and decreased fractionally in one.

Health and personal care indexes were slightly higher in four cities, lower in two and unchanged in four. Recreation and reading indexes moved up in eight cities and down in two. Tobacco and alcohol indexes were steady in seven cities, fractionally lower in two and in the tenth, Winnipeg, the index experienced a 2.3-per-cent increase.

Regional consumer price index point changes between December 1964 and January 1965 were: Vancouver +0.8 to 134.5; Saint John +0.4 to 135.5; Edmonton-Calgary +0.4 to 128.8; Winnipeg +0.2 to 134.0; St. John's +0.1 to 122.0*; Halifax +0.1 to 132.6; Montreal +0.1 to 136.3; Ottawa -0.5 to 136.7. Toronto and Saskatoon-Regina were unchanged at 138.2 and 130.5 respectively.

Wholesale Price Index, January 1965

Canada's general wholesale index (1935-39=100) rose to 246.6 in January, up 0.2 per cent from the December 1964 index of 246.0 but down 0.1 per cent from the January 1964 index of 246.9. Six of the eight major group indexes advanced in January; the other two were lower.

The wood products group index rose 1.0 per cent to 332.9 in January from the December index of 329.6. Increases of 0.2 per cent or less were recorded for the following major group indexes: iron products, 258.9 (258.5 in December); vegetable products, 223.7 (223.5); textile products, 246.0 (245.8); non-ferrous metals products, 212.6 (212.3); and animal products, 251.1 (251.0).

A decline of 0.3 per cent to 193.3 from 193.9 occurred in the chemical products group index. The non-metallic minerals group index eased down to 189.6 from 189.9.

* On base June 1951=100.

The index of Canadian farm product prices at terminal markets (1935-39=100) advanced 2.7 per cent to 225.2 from 219.2 in the three-week period ended January 22. The animal products index increased 1.0 per cent from 263.1 to 265.8. The field products index rose 5.2 per cent from 175.4 to 184.6, reflecting sharp price increases for potatoes and hay.

The price index of residential building materials (1935-39=100) rose 2.7 per cent in January to 340.9 from 331.9 in December 1964, and, on the base 1949=100, to 149.5 from 145.6. The price index of non-residential building materials (1949=100) rose 2.6 per cent to 145.5 from 141.8.

U.S. Consumer Price Index, January 1965

The United States consumer price index (1957-59=100) rose 0.1 per cent in January

to 108.9 from 108.8 in December 1964. It was the fifth consecutive monthly advance.

The rise in the month was attributed mainly to higher costs of housing, gasoline and automobile insurance.

In January 1964 the index stood at 107.7; the rise in the year was 1.1 per cent.

British Index of Retail Prices, December 1964

The British index of retail prices (Jan. 16, 1962=100) stood at 109.2 in mid-December, compared with 108.8 in mid-November. The December 1963 index was 104.2.

The rise in the index during the month was due mainly to seasonal increases in the price of household coal. The food index rose to 109.9 from 109.4 in November.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 197.

Annual Reports

1. BRITISH PRODUCTIVITY COUNCIL. *Annual Review, 1962/63*. London [1964?] Pp. 16.

2. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Labour Organizations in Canada, 1964*. 53rd ed. Ottawa, Queen's Printer, 1964. Pp. 100.

3. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Strikes and Lockouts in Canada, 1962*. Ottawa, Queen's Printer, 1964. Pp. 35.

4. CANADA. DEPARTMENT OF LABOUR. TECHNICAL AND VOCATIONAL TRAINING BRANCH. *Report of the Director of Technical and Vocational Training for the Fiscal Year ended March 31, 1963*. Ottawa, Queen's Printer, 1963. Pp. 27.

Reprinted from the Annual Report of the Department of Labour.

5. MONTREAL. BOARD OF TRADE. EMPLOYEE RELATIONS SECTION. *Annual Survey of Hourly Paid Employees;*

Wages and Working Conditions in the Montreal Area, 1964. Surveyed June 1964. Montreal, 1964. Pp. 26.

6. U.S. DEPARTMENT OF LABOR. *Annual Report, 1963*. Washington, GPO, 1964. Pp. 303.

7. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL AND TECHNICAL EDUCATION. *Digest of Annual Reports of State Boards for Vocational Education to the Office of Education; Summary of Statistical and Financial Information, Fiscal Year ended June 30, 1961*. Washington, GPO, 1963. Pp. 68.

8. U.S. SMALL BUSINESS ADMINISTRATION. *Management Aids for Small Manufacturers. Annual No. 10*. Washington, GPO, 1964. Pp. 82.

Business

9. RAYMOND, THOMAS CICCHINO. *Problems in Business Administration; Analysis by the Case Method*. 2d ed. New York, McGraw-Hill, 1964. Pp. 331.

This book is intended as a guide in problem solving and decision making in business administration by means of case studies. The first part of the book presents the process of analysis and the second part presents 20 cases for analysis covering such subjects as production, finance, accounting, marketing, etc.

10. U.S. DEPARTMENT OF COMMERCE. OFFICE OF BUSINESS ECONOMICS. *Business Statistics; a Supplement to the Survey of Current Business, 1963*. Washington, GPO, 1963. Pp. 353.

11. U.S. Small Business Administration. *Cutting Office Costs in Small Plants*. 2d ed. Washington, GPO, 1964. Pp. 54.

Canada—Laws and Legislation

12. CANADA. LAWS, STATUTES, Etc. *Canadian Estate Tax and Succession Duties Acts, including all Amendments to July 1, 1964*. 4th ed. Toronto, CCH Canadian Limited, 1964. Pp. 210.

13. CANADA. LAWS, STATUTES, Etc. *A Consolidation of the British North American Acts, 1867 to 1960. Consolidation as of January 1, 1964*. Prepared by Elmer A. Driedger. Ottawa, Queen's Printer, 1964. Pp. 50.

Economic Conditions

14. APTER, DAVID E. *Systems, Process and the Politics of Economic Development*. Berkeley, University of California, Institute of Industrial Relations, 1964. Pp. 135-158.

15. SWEDISH CONFEDERATION OF TRADE UNIONS. *Economic Expansion and Structural Change: a Trade Union Manifesto. Report submitted to the 16 Congress of Lands organizationen i Sverige (the Swedish Confederation of Trade Unions)*. Edited and translated by T. L. Johnston. London, G. Allen & Unwin, 1963. Pp. 175.

This report, prepared by economists on the research staff of the Swedish Confederation of Trade Unions, concerns economic policy in Sweden.

Education

16. DAVEY, D. MacKENZIE. *Programmed Instruction*, by D. MacKenzie Davey and P. McDonnell. London, Institution of Personnel Management, 1964. Pp. 56.

Briefly outlines the development of programmed instruction and points out its advantages.

17. NEW YORK (STATE). UNIVERSITY. BUREAU OF GUIDANCE. *Helping Educationally Disadvantaged Children; the Second Year of Project ABLE*. Albany, 1964. Pp. 24.

Project ABLE was established in New York State in the school year 1961/62 to help school districts improve their programs of education for children from deprived backgrounds. This booklet outlines the progress of Project Able in the school year 1962/63.

18. PRINCETON UNIVERSITY. INDUSTRIAL RELATIONS SECTION. *External Benefits of Public Education; an Economic Analysis*, by Burton A. Weisbrod. Princeton, 1964. Pp. 143.

A study of how, and how much, education brings benefits to people other than students, and to people outside the community which provides the education. The author has based his conclusions on research done in Clayton, Mo., a city of about 15,000 population, adjacent to St. Louis.

Employees—Training

19. CANADIAN INDUSTRIAL TRAINERS' ASSOCIATION. *Proceedings of Conference, 1964*. Montreal, 1964. Pp. 53. Papers in English or French.

Some of the topics discussed at the Conference were the effect of automation on the hiring and upgrading of skilled workers, trends in management development, the education requirements of skilled workers, and technical training developments in Canada.

20. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Occupational Mobility through MDTA Training*. Washington, GPO, 1964. Pp. 9.

Equal Pay for Equal Work

21. U.S. CONGRESS. HOUSE. COMMITTEE ON EDUCATION AND LABOR. *Equal Pay Act, Hearings before the Special Subcommittee on Labor of the Committee on Education and Labor, House of Representatives, Eighty-eighth Congress, First Session on H. R. 3861, and Related Bills, to prohibit Discrimination, on Account of Sex, in the Payment of Wages by Employers engaged in Commerce or in the Production of Goods for Commerce and to provide for the Restitution of Wages lost by Employees by Reason of Any Such Discrimination . . .* Washington, GPO, 1963. Pp. 326. Hearings held Mar. 15-27, 1963.

22. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Equal Pay Act of 1963. Hearings before the Subcommittee on Labor of the Committee on Labor and Public Welfare, United States Senate. Eighty-eighth Congress, First Session, on S.882 and S.910, to amend the Equal Pay Act of 1963*. April 2, 3, and 16, 1963. Washington, GPO, 1963. Pp. 200.

The Equal Pay Act of 1963 was signed into law by President Kennedy on June 10, 1963. The Act prohibits discrimination on account of sex in the payment of wages.

Finance

23. CANADIAN TAX FOUNDATION. *The National Finances; an Analysis of the Revenues and Expenditures of the Government of Canada, 1964-65*. Toronto, 1964. Pp. 204.

24. COMMONWEALTH SAVINGS AND LOAN CORPORATION. *The Porter Report; a Commentary & Synopsis of the Report of the Royal Commission on Banking and Finance*. [Toronto? 1964] Pp. xi, 19.

This synopsis concentrates primarily on the Porter Commission report's chapters dealing with chartered banks and loan and trust companies.

Industrial Relations

25. CHANDLER, MARGARET KUEFNER. *Management Rights and Union Interests*. New York, McGraw-Hill, 1964. Pp. 329.

An analysis of management rights in the field of industrial relations, with special emphasis on the issue of contracting-out.

26. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Proceedings of the 1694 Spring Meeting, Gatlinburg, Tenn., May 4 and 5, 1964*. Edited by Gerald G. Somers. Chicago, Commerce Clearing House, Inc., 1964. Pp. 403-492.

Reprinted from *Labour Law Journal*, July 1964.

The talks delivered at the Spring Meeting dealt with Federal Government Dispute Settlement Panels; Retraining in the Southern States; the difficulty of organizing workers in the Southern States; and collective bargaining in the Federal civil service.

27. QUEBEC (CITY). UNIVERSITE LAVAL. DEPARTEMENT DES RELATIONS INDUSTRIELLES. *Socialisation et relations industrielles* [par] Gérard Dion [et al.] Québec, Les Presses de l'Université Laval, 1963. Pp. 188.

Report of the 18th Congrès des relations industrielles de l'Université Laval held in Quebec City, April 22 and 23, 1963.

Partial Contents: La socialisation: caractère et signification [par] Gérard Dion. L'entreprise privée face à la socialisation [par] Raymond Gérin. Le syndicalisme en contexte socialisé: fonctions et responsabilités nouvelles [par] Louis-Marie Tremblay. Le rôle de l'Etat en relations du travail—essai de réévaluation [par] Jean-Réal Cardin. L'état-employeur et la fonction publique [par] S. J. Frankel. La négociation collective dans les secteurs privés subventionnés par l'Etat: Point de vue patronal [par] Paul Desrochers; Point de vue syndical [par] Jacques Archambault. Planification, entreprise privée et syndicalisme libre [par] Paul Normandeau.

Kingston, Ont. Queen's University.

Industrial Relations Centre

Reprint Series

28. CURTIS, CLARENCE HONEYWELL. *The Enforcement of the Collective Bargaining Agreement*. Kingston, Ont., Industrial Relations Centre, Queen's University [1964?] Pp. 15. *Reprint Series*, No. 2.

Paper presented at the 34th Annual meeting of the Canadian Political Science Association, Hamilton, June 1962.

The author says that in Canada the collective bargaining agreement has been made "the keystone of good employer-employee relations" and he traces the development of this policy and shows some problems that follow from it.

29. DUNCAN, ALASTAIR ROBERT CAMPBELL. *The Concept of Leisure*. Kingston, Ont., Industrial Relations Centre, Queen's University [1964?] Pp. 8. *Reprint Series*, No. 5.

Paper presented at the 1963 Spring Conference Program of the Industrial Relations Centre, Queen's University.

30. GOLDENBERG, HYMAN CARL. *Labour, Management and the Public*. Kingston, Ont., Industrial Relations Centre [1964] Pp. 10. *Reprint Series*, No. 6.

Paper presented at a conference held by the Industrial Relations Centre, Queen's University, May 23-24, 1963.

A talk about industrial disputes and industrial relations.

31. WOOD, WILLIAM DONALD. *Occupational Trends and their Implications*. Ottawa, Queen's Printer, 1961. Pp. 1031-1066. *Reprint Series*, No. 1.

Consists of a brief presented by Professor Wood to the Senate Special Committee on Manpower and Employer in Ottawa on Wednesday, March 1, 1961, and contained in Part 15 of the Committee's proceedings.

Professor Wood, Director of the Industrial Relations Centre of Queen's University, presented some observations on significant occupational changes in the Canadian labour force and some suggestions concerning unemployment and occupational training.

32. WOOD, WILLIAM DONALD. *Personnel Administration and Professional Employees*. Kingston, Ont., Industrial Relations Centre, Queen's University [1964?] Pp. 8. *Reprint Series*, No. 3.

"Reprinted from a volume of articles entitled 'Personnel management' published by the Canadian Institute of Chartered Accountants . . . pp. 46-52."

Briefly examines occupational trends among professional and technical workers and suggests some possible changes in personnel administration policies with regard to them.

33. YOUNG, FREDERICK JOHN LENANE. *Adjusting to Technological Change: Some New Labour-Management Approaches*. Kingston, Ont., Industrial Relations Centre, Queen's University [1964?] Pp. 21. *Reprint Series*, No. 4.

Paper presented at a seminar at the Industrial Relations Centre, Queen's University, May 1963.

A brief look at automation in the following four industries: bituminous coal, meat packing, longshore, and steel.

Research Series

34. CURTIS, CLARENCE HONEYWELL. *Labour Arbitration in the Courts [Certiorari to Labour Arbitration Tribunals in Canada]*. Kingston, Ont., Industrial Relations Centre, Queen's University [1964] Pp. 19. *Research Series*, No. 2.

A brief examination of labour arbitration cases that come before the courts, with particular reference to cases in Ontario.

35. YOUNG, FREDERICK JOHN LENANE. *The Contracting out of Work; Canadian and U.S.A. Industrial Relations Experience*. Kingston, Ont., Industrial Rela-

tions Centre, Queen's University, 1964. Pp. 150. *Research Series No. 1.*

Published under the auspices of the Labour Department-University Research Committee.

Partial Contents: Contracting Out: the Background. Subcontracting and the Duty to bargain in the United States. Arbitration of Disputes over Subcontracting—the United States Experience. Subcontracting and the Duty to bargain in Canada. Subcontracting and Bargaining Rights in Canada. Employment Status: Independent Contractors or Employees? Arbitration of Disputes over Subcontracting—the Canadian Experience. Two Case Studies: Contracting Out on Canadian Railroads and Contract Maintenance Agreements. Summary and Conclusions.

Labour Organization

36. BRODY, DAVID. *The Butcher Workmen; a Study of Unionization.* Cambridge, Harvard University Press, 1964. Pp. 320.

The story of the Amalgamated Meat Cutters and Butcher Workmen of North America from its formation on January 26, 1897 until the beginning of the 1960's.

37. FONER, PHILIP S. *History of the Labor Movement in the United States. Vol. III: The Policies and Practices of the American Federation of Labor, 1900-1909.* New York, International Publishers, c1964. Pp. 477.

38. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Regulating Union Government.* Edited by Marten S. Estey, Philip Taft [and] Martin Wagner. New York, Harper, c1964. Pp. 230.

A study of the background and administration of the Labor-Management Reporting and Disclosure Act of 1959 (the Landrum-Griffin Act) and an evaluation of its effectiveness during the first four years of its operation.

Labouring Classes

39. ALBERTA. BUREAU OF STATISTICS. *Survey of Working Conditions and Benefits: Hours worked and Policy for Vacations, Sick Pay and Benefit Plans.* 6th Report, March 1964. Edmonton, 1964. Pp. 35.

40. FARMER-LABOUR-TEACHER INSTITUTE. 16th, 1963. *Trends towards Centralization; a Report of the 16th Annual Farmer-Labour-Teacher Institute, June 28-July 1, 1963.* Presented by Saskatchewan Occupational Group Council. [Regina? Saskatchewan Occupational Group Council? 1963?] Pp. 70.

Twenty-five delegates representing the Saskatchewan Farmers Union, Saskatchewan Federation of Labour, and Saskatchewan Teachers Federation attended this meeting.

41. INTERNATIONAL LABOUR OFFICE. *Technical Guide; Descriptions of Series published in the Statistical Supplement to the International Labour Review.* Geneva, 1964. 5 parts (loose-leaf).

Contents: 1. Consumer Price Indices. 2. Unemployment. 3. Employment Indices. 4. Wages. 5. Hours of Work. To be kept up to date by substitute pages.

42. U.S. BUREAU OF LABOR STANDARDS. *Coverage of Agricultural Workers under State and Federal Labor Laws.* Washington, GPO, 1964. Pp. 26.

43. U.S. CONGRESS. SENATE COMMITTEE ON LABOR AND PUBLIC WELFARE. *Toward Full Employment: Proposals for a Comprehensive Employment and Manpower Policy in the United States; A Report together with Minority and Individual Views. Prepared by the Subcommittee on Employment and Manpower of the Committee on Labor and Public Welfare, United States Senate.* Washington, GPO, 1964. Pp. 148.

Report prepared to accompany the Subcommittee's hearings on the Nation's Manpower Revolution.

Traces the development of manpower policy in the United States, appraises existing programs of manpower policy, and describes in greater detail the subcommittee's recommendations for a comprehensive employment and manpower policy.

Minorities

44. HIESTAND, DALE LEROY. *Economic Growth and Employment Opportunities for Minorities.* Foreword by John F. Henning. Introd. by Eli Ginzberg. New York, Columbia University Press, 1964. Pp. 127. Published in Canada by Copp Clark, Toronto.

Examines "selected aspects of the relationship between the changing employment patterns of minority groups and the growth of the economy," with special attention paid to Negroes. In addition, the author considers the role of white women in the labour force.

45. U.S. BUREAU OF LABOR STATISTICS. *Economic Status of Nonwhite Workers, 1955-62* [by Matthew A. Kessler. Washington, GPO, 1963] Pp. 9.

Occupations

46. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Printing Trades.* 2nd rev. ed. Ottawa, Queen's Printer, 1964. Pp. 44.

Provides information concerning nature of the work, personal qualities needed, preparation and training, working conditions, advancement, distribution of workers, and employment trends.

Professional Workers

47. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Annual Earnings in the Scientific and Technical Professions, 1963; a Preliminary Report.* Ottawa, Queen's Printer, 1964. Pp. [8].

English and French text, the latter inverted and paged separately. Professional Manpower Bulletin, No. PM6.

48. COMMITTEE ON UTILIZATION OF SCIENTIFIC AND ENGINEERING MANPOWER. *Toward Better Utilization of Scientific and Engineering Talent, a Program for Action; Report.* Washington, 1964. Pp. 153.

The Committee is a non-governmental body appointed by the National Academy of Sciences and supported financially by the Ford Foundation.

Describes the United States' needs for scientific and engineering manpower and the resources available to fill these needs, in the federal government, industry and colleges and universities. Includes the Committee's findings and recommendations as well as study papers prepared for the Committee.

49. CONFERENCE ON APPLIED MATHEMATICS FOR ENGINEERS, ROME, 1963. *Applied Mathematics for Engineers; Engineering Education in the Computer Age; Report.* Paris, Organization for Economic Cooperation and Development, 1964. Pp. 105.

Conference sponsored by OECD and held in Rome, May 1963.

Partial Contents: The Teaching of Mechanical Data Processing. The Effect of Computer Science on Engineering Mathematics. Introducing the Computer into the Universities of Italy and its Effects on the Teaching of Mathematics and Other Disciplines. The Work of the International Computation Centre. Courses in Mathematics for Engineers.

Social Conditions

50. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *Social Services in Britain.* Rev. September 1963. London, 1964. Pp. 116.

51. U.S. WELFARE ADMINISTRATION. *Converging Social Trends; Emerging Social Problems.* Washington, GPO, 1964. Pp. 96.

Consists of a series of charts, with explanatory text, which show the changing population, the rapidly developing economy, education needs, health of the population, emerging social problems, etc.

Wages and Hours

52. GREAT BRITAIN. NATIONAL INCOMES COMMISSION. [Report on] *Agreements of November-December 1963 in the Engineering and Shipbuilding Industries.* London, HMSO, 1964. Pp. 9.

On November 26th, 1963, the Engineering Employers' Federation and the Confederation of Shipbuilding and Engineering Unions announced an agreement on pay increases to take effect from December 2nd, 1963. The National Incomes Commission investigated the increase to study its effect on the economic situation in Great Britain.

53. INTERNATIONAL FEDERATION OF INDUSTRIAL ORGANIZATIONS AND GENERAL WORKERS' UNIONS. *Report on Wages and Conditions of Employment in the Rubber Industry of Some Countries.* Amsterdam, 1962. Pp. 38.

A report on wages in 1962 in a number of European countries, and in Israel, Turkey and in the United States.

54. INTERNATIONAL LABOUR OFFICE. *Wages; a Workers' Education Manual.* Geneva, 1964. Pp. 176.

This manual is intended to help workers understand basic principles of the subject of wages. It is divided into 16 lessons, each of which begins with a summary defining the nature and scope of the points discussed and ending with a series of questions. It explains something about fixing wages, wage incentives, job evaluation, fringe benefits, women's wages, protection of wages, national wages policy, etc.

WOMEN

55. CANADA. WOMEN'S BUREAU. *The United Nations Commission on the Status of Women, Eighteenth Session, to be held in Teheran, Iran, March 1-20, 1965.* Ottawa, 1965. Pp. 6. Women's Bureau Bulletin, No. 13, January 1965.

56. ITASCA CONFERENCE ON THE CONTINUING EDUCATION OF WOMEN, ITASCA STATE PARK, MINN., 1962. *Education and a Woman's Life; Proceedings.* Edited by Lawrence E. Dennis. Washington, American Council on Education, 1963. Pp. 153.

Sponsored by the American Council on Education with assistance from the Carnegie Corporation of New York and the University of Minnesota.

Describes the needs and opportunities for the educated woman in American society and outlines the programs developed by some American universities for the continuing education of women.

57. NATIONAL COUNCIL OF WOMEN OF CANADA. *Year Book, 1964.* [Ottawa?] 1964. Pp. 132.

58. ROUND-TABLE CONFERENCE ON THE IMPLICATIONS OF TRADITIONAL DIVISIONS BETWEEN MEN'S WORK AND WOMEN'S WORK IN OUR SOCIETY, OTTAWA, 1964. *Report.* Ottawa, Women's Bureau, Canada Dept. of Labour, 1964. Pp. 47.

Conference held March 12, 1964 under the auspices of the Women's Bureau, Canada Dept. of Labour.

Consists of 2 talks and discussion on them. The talks were entitled "Economic Causes and Consequences of the Traditional Division of Labour between Men and Women", by W. R. Dymond, Assistant Deputy Minister, Canada Department of Labour, and "Gender and the Division of Labour", by Oswald Hall, Professor of Sociology, University of Toronto.

59. SEEAR, NANCY. *A Career for Women in Industry?* [By] Nancy Seear, Veronica Roberts [and] John Brock. [London] Published for the London School of Economics and Political Science by Oliver and Boyd Ltd., 1964. Pp. 93.

A report of the findings of two studies: 1. The choice of career; a study of the attitudes of grammar school girls in seventeen schools towards Science-based careers. 2. The career; a study in eight firms of the employment of women in positions of responsibility.

60. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Occupational Training of Women under the Manpower Development and Training Act*. Washington, GPO, 1964. Pp. 19.

Miscellaneous

61. KREPS, JUANITA MORRIS, Ed. *Employment, Income and Retirement Problems of the Aged* [by] Juanita M. Kreps [and others] Durham, N.C., Duke University Press, 1963. Pp. 240.

Contents: Introduction: a Preview of the Problems. Aging Populations: Mechanics, Historical Emergence, Impact. Employment of Older Workers. Flexible Retirement. Pensions, the National Income, and the National Wealth. Equity and Social Credit for the Retired.

62. MINNESOTA. UNIVERSITY. *Small Business and Union-Wide Bargaining; Experience with the Steelworkers in the "Minnesota" District*. Prepared by the University of Minnesota under the Small Business Administration Management Research Grant Program, by George Seltzer, Professor of Economics and Industrial Relations. Project Director: Delbert C. Hastings. Minneapolis, 1962. Pp. 40.

Concerns United Steelworkers of America local non-steel collective bargaining units in Minnesota and parts of Michigan and Wisconsin and their experiences with union-wide bargaining in small firms in the years between 1950 and 1960.

63. NEW BRUNSWICK. DEPARTMENT OF LABOUR. SEASONAL EMPLOYMENT ADVISORY COMMITTEE. *Air Structures for Winter Construction; Report* by David E. Cornish. [Fredericton, 1964?] Pp. 6.

Decisions of the Umpire

(Continued from page 273)

I consequently decide to dismiss the claimant's appeal.

As the case of the claimant's fellow employee is not before me for decision, any

reference to it is entirely irrelevant. However, after perusing that employee's file, I must say that the claimant's information is somewhat inaccurate.

Wage Schedules

(Continued from page 278)

& metal spray cleaning area, DOT hangar, international airport. *The Pas Man*: Plains City Electric Ltd, installation of identification lights for runway 10, airport. *Saskatoon Sask*: Acme Plumbing & Heating & Gas Fitting Co Ltd, installation of air conditioning in public areas of air terminal bldg, airport. *Campbell River B C*: Dawson Construction Ltd, paving runway & taxiway, etc, airport. *Victoria B C*: Columbia Bitulithic Ltd, strengthening parts of runways 02-20, 13-31, etc, airport. *Fort Resolution N W T*: Territorial Expeditors Ltd, rehabilitation of NDB transmitter bldg & related work.

In addition, this Department awarded 14 contracts containing the General Fair Wages Clause.

Consultation on the Employment of Women

(Continued from page 210)

Revision of the provisions in the public service in 1962 was notable for making maternity leave an entitlement of the employee rather than a privilege to be granted at the discretion of the employer, and for extending the right to sick leave up to the last two months of pregnancy. Employees are now entitled to leave of up to two months before delivery and six months after, without loss of accrued privileges. In this provision, the public service is ahead of Canadian industry.

There was some discussion about whether the Government should set standards for maternity leave through legislation, or whether the question is best left to individual unions and employers to decide. Delegates concluded that there was a need for legislation in this area. It was pointed out that four provinces now have the opportunity to pass this legislation under existing acts. In Saskatchewan, women can take advantage of a one-year leave of absence in special circumstances for all employees.

Part-time Work—Some of the advantages and disadvantages of part-time work for both employer and employee was reviewed in a panel discussion chaired by Miss Cecile Harris of the National Employment Service. Participants were Miss Isobel McCorkell, Family Service Centre of Ottawa; Mr. P. R. Lamb, Simpsons-Sears Limited; and Miss Jean Milligan, Ottawa Civic Hospital.

Part-time employment is widely used in professional social work, retailing, and nursing, though it serves a slightly different purpose in each case. The main advantages for the employer are that part-time employees alleviate the shortages of trained workers, and help tide the employer over peak or rush periods. At the same time, it allows the employee to keep up to date in her profession and to earn needed money without having to be away from her family for a full day, and gives her the opportunity to associate with people who share her interests.

Some of the disadvantages of this type of employment are the added administrative demands; the difficulty of integrating part-

time workers into the working pattern; the problem of developing good relations between the part-time workers and the full-time staff, who may feel their job security is threatened; and the inability of part-time workers to keep abreast of new developments in a rapidly changing field such as nursing.

Nevertheless, the tendency to shorter working hours and part-time work is steadily increasing. The percentage of employed women who work less than 35 hours a week has grown from 11.2 per cent in 1954 to 20.9 per cent in 1964.

Part-time workers are seldom included in collective agreements, although there is no law preventing their inclusion. They are subject to minimum wage laws in all provinces except New Brunswick. There are, however, many different definitions of part-time work.

Delegates to the consultation suggested that further research be concentrated in three areas: finding and helping the women who do not fit into the "average working woman" category; studying the implications of the trend toward the taking over by men of jobs traditionally held by women, particularly in the service areas; learning the implications of the shorter work week and more part-time work.

The need for counselling and guidance at all levels was stressed. One of the strongest recommendations of the consultation was that the NES counselling services be strengthened.

Professional guidance should be available to the older woman who is returning to the labour force, to high school students who must be prepared for a working life beyond marriage, and to university students, particularly those taking a pass B.A. which does not qualify them for specialized work.

Women's Bureaus should be set up in the other eight provinces—they now exist in Ontario and Saskatchewan—to study and assist the growing female labour force, delegates recommended.

And the public must be educated to rid it of the widespread prejudice against the married woman who works outside the home.

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION WEEK ENDED FEBRUARY 20, 1965

(estimates in thousands)
SOURCE: Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,844	600	1,943	2,512	1,146	643
Men.....	4,886	440	1,400	1,762	825	459
Women.....	1,958	160	543	750	321	184
14-19 years.....	607	59	195	201	101	51
20-24 years.....	919	100	308	294	145	72
25-44 years.....	3,025	242	869	1,130	496	288
45-64 years.....	2,084	180	523	804	364	213
65 years and over.....	209	19	48	83	40	19
Employed.....	6,446	522	1,799	2,419	1,100	606
Men.....	4,548	369	1,275	1,688	786	430
Women.....	1,898	153	524	731	314	176
Agriculture.....	508	27	94	130	239	18
Non-agriculture.....	5,938	495	1,705	2,289	861	588
Paid workers.....	5,417	449	1,540	2,109	790	529
Men.....	3,695	312	1,062	1,435	516	370
Women.....	1,722	137	478	674	274	159
Unemployed.....	398	78	144	93	46	37
Men.....	338	71	125	74	39	29
Women.....	60	*	19	19	*	*
Persons not in the Labour Force.....	6,086	696	1,786	2,005	1,032	567
Men.....	1,531	206	439	463	273	150
Women.....	4,555	490	1,347	1,542	759	417

*Less than 10,000

**TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED
FEBRUARY 20, 1965, CANADA**

(estimates in thousands)

SOURCE: Labour Force Survey

—	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over ⁽¹⁾	12,930	2,072	3,731	988	3,823	940	1,376
Labour Force.....	6,844	607	3,570	820	985	653	209
Employed.....	6,446	543	3,383	725	962	635	198
Unemployed.....	398	64	187	95	23	18	11
Not in labour force.....	6,086	1,465	161	168	2,838	287	1,167
Participation rate ⁽²⁾							
1965, February 20.....	52.9	29.3	95.7	83.0	25.8	69.5	15.2
January 16.....	53.1	30.0	95.8	83.1	25.9	68.6	15.4
Unemployment rate ⁽³⁾							
1965, February 20.....	5.8	10.5	5.2	11.6	2.3	2.8	5.3
January 16.....	6.0	12.0	5.0	11.9	2.9	2.8	5.2

⁽¹⁾ Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories

⁽²⁾ The Labour Force as a percentage of the population 14 years of age and over

⁽³⁾ The unemployed as a percentage of the labour force

TABLE A-3—UNEMPLOYED, WEEK ENDED FEBRUARY 20, 1965

(estimates in thousands)

SOURCE: Labour Force Survey

—	February 1965	January 1965	February 1964
Total Unemployed.....	398	408	467
On temporary layoff up to 30 days.....	29	25	29
Without work and seeking work.....	369	383	438
Seeking full-time work.....	350	368	423
Seeking part-time work.....	19	15	15
Seeking under 1 month.....	83	127	86
Seeking 1-3 months.....	180	168	213
Seeking 4-6 months.....	59	44	89
Seeking more than 6 months.....	47	44	50

B—Labour Income

Table B-1 is not available this month.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at November 1964 employers in the principal non-agricultural industries reported a total employment of 3,223,668. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

Source: *Employment and Payrolls, DBS*

Year and Month	Industrial Composite ⁽¹⁾			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
Averages						
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960.....	118.7	176.5	75.83	109.5	177.8	78.19
1961.....	118.1	182.0	78.17	109.9	183.6	80.73
1962.....	121.5	187.6	80.59	113.3	189.2	83.17
1963.....	124.6	194.2	83.43	116.4	196.1	86.24
1963—						
November.....	128.6	197.0	84.61	118.6	200.7	88.24
December.....	125.1	190.0	81.64	115.9	192.6	84.67
1964—						
January.....	123.3	198.1	85.10	117.0	200.9	88.83
February.....	123.0	199.6	85.74	117.7	202.4	88.98
March.....	123.5	198.5	85.27	118.4	202.0	88.82
April.....	124.6	201.0	86.33	118.6	203.9	89.66
May.....	129.1	202.0	86.80	121.4	204.8	90.05
June.....	133.4	201.6	86.62	124.2	204.1	89.73
July.....	134.0	202.0	86.76	122.6	202.7	89.11
August.....	136.4	203.0	87.19	126.4	203.9	89.65
September.....	136.2	204.8	88.00	126.3	207.0	91.01
October*.....	134.7	205.9	88.47	123.6	207.3	91.15
November†.....	134.7	204.8	87.98	124.4	206.8	90.94

⁽¹⁾Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Nov. 1964	Oct. 1964	Nov. 1963	Nov. 1964	Oct. 1964	Nov. 1963
				\$	\$	\$
Provinces						
Atlantic Region.....	114.3	115.5	110.8	73.44	73.58	70.26
Newfoundland.....	149.9	152.8	145.1	79.79	79.92	75.95
Prince Edward Island.....	143.9	151.4	149.4	60.24	60.52	58.86
Nova Scotia.....	100.9	101.1	98.2	72.19	71.68	68.95
New Brunswick.....	113.0	114.4	108.6	72.05	72.99	69.32
Quebec.....	134.6	136.0	129.3	86.33	86.42	82.58
Ontario.....	138.1	136.2	130.9	90.71	91.53	87.82
Prairie Region.....	141.4	143.3	136.1	84.12	84.55	81.51
Manitoba.....	118.5	120.0	115.6	79.85	80.16	78.03
Saskatchewan.....	135.9	138.8	133.1	82.52	82.69	80.73
Alberta (including Northwest Territories).....	171.3	173.2	161.9	88.26	88.92	84.77
British Columbia (including Yukon).....	128.3	129.3	122.3	96.83	97.89	91.70
Canada	134.7	134.7	128.6	87.98	88.47	84.61
Urban areas						
St. John's.....	159.0	160.1	152.6	67.47	67.67	63.76
Sydney.....	77.9	78.1	81.1	85.81	85.75	84.86
Halifax.....	132.0	129.0	125.3	74.71	73.82	70.80
Moncton.....	124.7	120.5	115.9	67.21	69.00	62.26
Saint John.....	104.1	104.9	109.2	72.44	72.85	69.58
Chicoutimi—Jonquiere.....	120.2	120.8	117.1	104.73	102.30	100.92
Quebec.....	133.9	134.6	128.5	75.62	75.89	73.34
Sherbrooke.....	123.4	125.3	117.2	75.74	75.36	71.44
Shawinigan.....	107.5	108.4	101.2	92.81	92.06	91.47
Three Rivers.....	124.8	124.1	122.3	80.37	79.47	79.92
Drummondville.....	102.2	100.9	92.0	71.29	71.16	68.91
Montreal.....	139.9	140.0	133.7	87.80	87.91	83.73
Ottawa—Hull.....	145.5	146.3	140.6	81.65	82.13	77.40
Kingston.....	135.5	136.0	127.0	87.90	86.56	82.01
Peterborough.....	110.7	111.4	104.1	96.34	96.68	92.83
Oshawa.....	240.9	141.6	219.5	98.21	100.98	116.27
Toronto.....	155.1	153.8	147.3	91.14	91.71	87.42
Hamilton.....	130.9	129.4	121.8	96.22	96.12	91.38
St. Catharines.....	130.8	123.7	119.4	101.49	99.96	99.16
Niagara Falls.....	104.4	111.6	97.9	88.93	87.48	84.76
Brantford.....	96.4	97.0	92.9	83.89	84.42	79.52
Guelph.....	144.5	142.3	133.4	82.06	81.63	78.20
Galt.....	130.7	130.2	126.9	80.09	79.46	75.27
Kitchener.....	154.1	152.0	148.2	81.27	81.84	78.65
Sudbury.....	140.9	137.7	124.3	98.10	97.80	94.76
Timmins.....	85.6	86.2	87.3	79.58	78.00	75.32
London.....	152.7	152.1	145.9	83.35	84.59	79.65
Sarnia.....	142.6	140.8	137.1	114.71	116.70	109.15
Windsor.....	92.3	91.9	82.8	99.50	107.41	101.73
Sault Ste. Marie.....	160.2	163.6	153.6	107.06	109.34	108.20
Fort William—Port Arthur.....	119.7	119.7	113.7	88.84	88.62	85.85
Winnipeg.....	121.6	122.0	117.0	76.76	77.01	74.73
Regina.....	158.6	160.6	152.7	80.50	80.51	79.13
Saskatoon.....	160.2	160.3	148.3	77.37	77.07	73.83
Edmonton.....	224.7	227.4	209.2	81.51	82.33	78.40
Calgary.....	199.4	198.2	182.7	87.78	87.95	83.80
Vancouver.....	129.9	129.0	122.3	94.18	95.15	90.38
Victoria.....	128.7	127.5	124.7	86.64	85.92	81.45

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Nov. 1964	Oct. 1964	Nov. 1963	Nov. 1964	Oct. 1964	Nov. 1963
				\$	\$	\$
Mining	116.6	116.6	113.7	109.02	108.31	104.15
Metal mining.....	131.1	131.4	125.5	108.75	108.30	103.64
Gold.....	60.7	60.7	64.9	89.19	87.49	84.74
Other metal.....	196.6	197.1	181.9	114.36	114.26	109.91
Fuels.....	84.1	82.2	84.1	114.82	114.00	110.14
Coal.....	38.2	37.8	40.1	87.60	87.43	86.31
Oil and natural gas.....	270.4	262.2	262.9	130.41	129.54	124.87
Non-metal.....	146.4	151.1	147.4	100.32	99.22	96.01
Manufacturing	124.4	123.6	118.6	90.94	91.15	88.24
Durable goods.....	133.0	130.2	124.2	98.02	98.85	95.97
Non-durable goods.....	117.2	118.2	113.8	84.22	84.07	81.18
Food and beverages.....	120.2	124.2	117.3	79.06	78.32	76.16
Meat products.....	142.3	142.6	137.6	88.04	88.55	84.76
Canned and preserved fruits and vegetables.....	131.4	146.6	120.8	63.22	61.04	60.46
Grain mill products.....	93.8	95.4	96.1	89.50	88.23	87.08
Bread and other bakery products.....	114.7	115.2	113.1	76.27	76.12	73.13
Distilled and malt liquors.....	98.0	99.9	97.6	111.01	111.79	106.92
Tobacco and tobacco products.....	103.6	81.3	101.4	84.36	93.42	82.57
Rubber products.....	119.6	119.9	113.6	95.22	95.43	90.73
Leather products.....	90.7	90.1	89.1	62.37	61.31	59.77
Boots and shoes (except rubber).....	91.6	92.1	93.7	59.93	58.53	57.37
Other leather products.....	88.9	88.2	80.8	66.95	66.53	64.84
Textile products (except clothing).....	91.6	91.4	88.2	74.23	73.70	70.95
Cotton yarn and broad woven goods.....	78.3	78.0	76.4	72.60	71.60	69.24
Woollen goods.....	66.1	67.2	66.6	67.28	66.86	64.32
Synthetic textiles and silk.....	115.0	113.6	103.2	81.42	80.40	77.83
Clothing (textile and fur).....	100.5	101.7	97.2	56.76	57.57	54.04
Men's clothing.....	107.4	107.3	102.5	55.29	56.05	53.24
Women's clothing.....	103.3	113.5	103.9	55.98	58.31	53.46
Knit goods.....	79.0	78.6	76.5	60.10	59.08	55.53
Wood products.....	115.1	116.4	112.5	79.98	80.33	76.08
Saw and planing mills.....	116.2	117.7	113.9	82.34	82.89	78.52
Furniture.....	130.0	130.9	125.7	77.59	77.48	73.48
Other wood products.....	80.3	80.8	79.3	70.08	70.22	66.16
Paper products.....	133.5	134.9	128.1	106.10	105.75	103.13
Pulp and paper mills.....	131.6	133.4	127.5	114.66	114.02	111.66
Other paper products.....	138.0	138.4	129.4	86.53	86.64	82.97
Printing, publishing and allied industries.....	126.3	125.9	127.5	98.78	98.41	95.23
Iron and steel products.....	125.6	125.6	115.0	102.90	102.86	98.79
Agricultural implements.....	71.6	71.1	68.2	107.34	106.02	103.71
Fabricated and structural steel.....	175.7	175.9	145.0	104.41	104.25	101.12
Hardware and tools.....	131.2	130.0	119.8	90.49	90.36	86.19
Heating and cooking appliances.....	114.1	116.3	106.3	87.64	88.78	87.42
Iron castings.....	110.4	110.1	102.5	101.04	100.15	94.62
Machinery, industrial.....	153.0	152.5	135.8	101.04	99.95	95.90
Primary iron and steel.....	145.0	146.4	132.4	115.55	115.84	111.77
Sheet metal products.....	124.5	125.6	117.6	98.23	98.18	94.99
Wire and wire products.....	132.3	128.2	120.2	101.53	103.76	99.74
Transportation equipment.....	134.2	120.7	122.5	103.77	108.39	109.53
Aircraft and parts.....	257.6	255.5	241.8	110.39	110.47	106.96
Motor vehicles.....	156.2	112.6	138.9	108.21	132.56	135.39
Motor vehicle parts and accessories.....	162.4	147.7	143.3	102.91	101.01	105.99
Railroad and rolling stock equipment.....	61.9	62.5	56.7	95.44	95.00	90.08
Shipbuilding and repairing.....	143.8	142.6	140.5	99.44	98.36	93.70
Non-ferrous metal products.....	134.6	134.9	127.8	102.12	101.22	98.67
Aluminum products.....	145.3	146.3	145.7	97.57	94.91	95.16
Brass and copper products.....	116.7	115.2	110.8	101.53	100.81	96.57
Smelting and refining.....	144.9	146.0	136.7	111.14	110.43	107.76
Electrical apparatus and supplies.....	166.7	166.5	158.2	96.30	96.14	92.03
Heavy electrical machinery.....	122.7	122.7	116.3	104.59	104.04	97.94
Telecommunication equipment.....	293.2	295.2	287.0	92.73	91.98	89.07
Non-metallic mineral products.....	164.3	164.2	153.3	98.24	99.49	93.67
Clay products.....	94.6	95.2	88.2	86.56	86.85	82.43
Glass and glass products.....	183.4	173.6	170.3	92.44	93.50	91.20
Products of petroleum and coal.....	140.7	141.8	138.3	133.06	133.48	129.21
Petroleum refining and products.....	143.6	144.2	141.0	133.94	134.72	130.20
Chemical products.....	140.5	140.6	135.7	105.95	106.40	102.33
Medicinal and pharmaceutical preparations.....	129.4	129.3	125.7	95.20	95.43	91.94
Acids, alkalis and salts.....	158.4	158.9	156.6	119.11	119.66	114.31
Miscellaneous manufacturing industries.....	168.6	170.3	162.0	79.26	78.96	76.65
Construction	137.9	146.2	131.1	98.56	100.14	91.47
Building and general engineering.....	141.2	146.6	130.9	106.00	108.19	98.81
Building.....	150.1	153.8	138.0	104.21	105.20	97.13
General engineering.....	105.8	117.9	102.7	116.13	123.83	107.85
Highways, bridges and streets.....	132.3	145.5	131.4	85.48	86.79	79.42
Electric and motor transportation	153.5	153.8	148.4	93.57	93.47	89.44
Service	188.5	191.0	169.7	62.23	61.92	59.44
Hotels and restaurants.....	159.4	162.8	145.4	47.31	47.11	45.64
Laundries and dry cleaning plants.....	163.6	162.7	140.8	54.65	54.68	52.57
Industrial composite	134.7	134.7	128.6	87.98	88.47	84.61

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	Nov. 1964	Oct. 1964	Nov. 1963	Nov. 1964	Oct. 1964	Nov. 1963
				\$	\$	\$
Newfoundland.....	39.8	40.3	38.3	1.81	1.76	1.75
Nova Scotia.....	41.9	41.4	40.8	1.78	1.76	1.70
New Brunswick.....	41.7	42.5	41.8	1.77	1.74	1.68
Quebec.....	42.4	42.4	42.1	1.83	1.82	1.77
Ontario.....	41.1	41.7	41.8	2.13	2.13	2.08
Manitoba.....	40.6	40.7	40.3	1.86	1.85	1.81
Saskatchewan.....	38.8	39.8	39.5	2.11	2.09	2.03
Alberta (includes Northwest Territories).....	40.7	40.8	39.9	2.11	2.10	2.04
British Columbia (includes Yukon Territory).....	38.3	38.5	38.4	2.54	2.52	2.42

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Weekly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963.....	40.8	1.95	79.40	190.2	142.8
Last Pay Period in:					
1963—November.....	41.5	1.98	81.91	196.2	146.2
December.....	38.0	2.02	76.53	183.3	136.6
1964—January.....	41.2	1.99	81.99	196.4	146.0
February.....	41.2	1.99	82.03	196.5	146.0
March.....	40.7	2.01	81.84	196.1	145.2
April.....	41.1	2.01	82.67	198.1	146.7
May.....	41.4	2.02	83.55	200.2	147.9
June.....	41.2	2.02	83.22	199.4	146.4
July.....	40.9	2.01	82.10	196.7	144.5
August.....	41.3	2.02	83.31	199.6	147.2
September.....	41.7	2.03	84.78	203.1	149.8
October*.....	41.6	2.03	84.35	202.1	148.7
November†.....	41.3	2.04	84.09	201.5	147.3

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Nov. 1964	Oct. 1964	Nov. 1963	Nov. 1964	Oct. 1964	Nov. 1963	Nov. 1964	Oct. 1964	Nov. 1963
Mining	43.0	43.0	42.6	2.34	2.33	2.25	100.78	100.29	95.94
Metal mining.....	42.6	42.5	41.9	2.41	2.41	2.33	102.82	102.57	97.76
Gold.....	43.0	42.5	42.7	1.91	1.89	1.84	82.32	80.31	78.62
Other metal.....	42.5	42.5	41.6	2.57	2.57	2.51	109.10	109.38	104.52
Fuels.....	43.3	43.3	43.7	2.24	2.20	2.13	96.87	95.49	93.07
Coal.....	44.2	44.6	44.9	1.95	1.93	1.90	85.94	85.98	85.36
Oil and natural gas.....	41.9	41.1	41.8	2.72	2.71	2.52	114.17	111.27	105.29
Non-metal.....	44.6	45.0	44.3	2.16	2.13	2.07	96.53	95.94	91.91
Manufacturing	41.3	41.6	41.5	2.04	2.03	1.98	84.09	84.35	81.91
Durable goods.....	41.7	42.2	42.2	2.21	2.20	2.15	92.10	92.93	90.87
Non-durable goods.....	40.9	41.0	40.7	1.86	1.86	1.80	76.11	76.13	73.31
Food and beverages.....	40.8	41.2	40.3	1.76	1.74	1.71	71.88	71.49	69.05
Meat products.....	41.3	41.7	40.4	2.03	2.03	1.97	83.79	84.51	79.63
Canned and preserved fruits and vegetables.....	39.9	40.2	39.9	1.38	1.34	1.33	55.08	53.94	52.98
Grain mill products.....	43.0	42.6	43.4	1.97	1.96	1.91	84.75	83.56	83.15
Bread and other bakery products.....	40.9	41.2	41.1	1.75	1.74	1.65	71.38	71.53	67.72
Distilled liquors.....	41.4	43.1	41.0	2.35	2.35	2.23	97.41	101.46	91.43
Malt liquors.....	39.1	39.5	39.1	2.58	2.57	2.50	100.82	101.59	97.82
Tobacco and tobacco products.....	38.9	37.8	39.1	2.01	2.30	1.95	78.45	86.90	76.25
Rubber products.....	42.4	42.6	42.3	2.11	2.11	2.01	89.50	89.87	84.98
Leather products.....	40.9	40.1	41.0	1.42	1.42	1.35	57.92	56.76	55.16
Boots and shoes (except rubber).....	40.3	39.2	40.5	1.38	1.38	1.30	55.66	54.07	52.83
Other leather products.....	41.9	41.8	41.9	1.49	1.48	1.44	62.29	61.96	60.19
Textile products (except clothing).....	42.7	42.7	43.2	1.58	1.57	1.50	67.61	66.98	64.76
Cotton yarn and broad woven goods.....	42.1	41.7	43.2	1.64	1.62	1.53	68.94	67.57	65.99
Woolen goods.....	42.9	43.3	42.8	1.44	1.43	1.37	61.74	61.98	58.73
Synthetic textiles and silk.....	43.3	43.0	43.7	1.70	1.68	1.61	73.55	71.99	70.20
Clothing (textile and fur).....	38.7	39.3	38.5	1.33	1.34	1.27	51.42	52.53	48.87
Men's clothing.....	38.8	39.2	38.4	1.31	1.32	1.27	50.97	51.91	48.91
Women's clothing.....	35.9	37.4	35.8	1.41	1.43	1.34	50.60	53.50	48.03
Knit goods.....	42.8	42.4	42.2	1.26	1.26	1.20	54.01	53.48	50.64
*Wood products.....	41.9	42.2	41.8	1.83	1.82	1.75	76.67	77.02	73.07
Saw and planing mills.....	40.8	41.2	40.8	1.97	1.97	1.87	80.42	80.88	76.32
Furniture.....	44.1	44.2	43.9	1.64	1.64	1.58	72.21	72.25	69.40
Other wood products.....	42.9	43.3	43.2	1.52	1.51	1.41	65.29	65.61	60.99
Paper products.....	42.0	42.0	42.0	2.39	2.38	2.32	100.23	99.96	97.49
Pulp and paper mills.....	41.9	41.9	42.1	2.59	2.57	2.51	108.58	107.95	105.85
Other paper products.....	42.0	42.1	41.6	1.88	1.89	1.82	79.11	79.49	75.63
Printing, publishing and allied industries.....	39.4	39.2	39.1	2.49	2.48	2.42	97.90	97.31	94.76
*Iron and steel products.....	42.1	42.2	41.5	2.33	2.33	2.26	98.16	98.15	93.87
Agricultural implements.....	40.6	40.1	41.0	2.42	2.40	2.35	98.46	96.17	96.43
Fabricated and structural steel.....	42.4	42.7	42.3	2.27	2.26	2.19	96.35	96.54	92.76
Hardware and tools.....	43.1	43.2	42.5	1.97	1.96	1.88	84.78	84.64	80.10
Heating and cooking appliances.....	41.4	41.4	41.5	1.98	1.99	1.94	82.12	82.54	80.43
Iron castings.....	43.1	42.9	42.0	2.28	2.28	2.17	98.43	97.50	91.14
Machinery, industrial.....	43.2	43.1	42.6	2.22	2.21	2.13	95.65	95.12	90.53
Primary iron and steel.....	40.9	40.9	40.3	2.72	2.73	2.67	111.18	111.57	107.69
Sheet metal products.....	41.8	41.8	40.6	2.20	2.19	2.16	92.03	91.78	87.58
Wire and wire products.....	43.1	43.5	43.3	2.26	2.28	2.21	97.60	99.33	95.55
*Transportation equipment.....	40.4	42.2	43.9	2.40	2.40	2.40	96.87	101.30	105.50
Aircraft and parts.....	41.8	42.2	42.5	2.36	2.37	2.30	98.78	99.92	97.91
Motor vehicles.....	37.8	45.6	48.5	2.60	2.74	2.73	98.03	125.13	132.49
Motor vehicle parts and accessories.....	41.7	41.0	44.0	2.36	2.29	2.35	98.23	93.89	103.25
Railroad and rolling stock equipment.....	40.9	40.8	40.3	2.30	2.28	2.19	93.82	92.96	88.36
Shipbuilding and repairing.....	41.0	41.0	40.9	2.38	2.35	2.26	97.52	96.43	92.55
*Non-ferrous metal products.....	41.3	41.2	41.2	2.31	2.30	2.23	95.39	94.66	92.02
Aluminum products.....	41.8	40.1	42.0	2.04	2.03	2.01	85.31	81.61	84.52
Brass and copper products.....	43.5	43.5	42.6	2.25	2.22	2.16	96.87	96.49	92.08
Smelting and refining.....	40.3	40.5	40.2	2.58	2.57	2.50	103.96	103.88	100.45
*Electrical apparatus and supplies.....	41.4	41.5	41.2	2.04	2.03	1.96	84.41	84.18	80.87
Heavy electrical machinery and equipment.....	41.9	41.6	41.5	2.28	2.29	2.22	95.31	95.15	92.06
Telecommunication equipment.....	40.5	40.6	40.3	1.82	1.80	1.76	73.62	73.03	70.81
*Non-metallic mineral products.....	44.5	45.1	43.8	2.10	2.10	2.02	93.43	94.55	88.21
Clay products.....	43.2	42.5	42.8	1.88	1.89	1.80	81.16	80.49	76.79
Glass and glass products.....	41.6	42.7	42.1	2.14	2.11	2.06	88.85	88.77	86.57
Products of petroleum and coal.....	42.5	42.7	42.0	2.86	2.86	2.76	121.55	122.24	116.22
Petroleum refining and products.....	42.3	42.7	42.1	2.90	2.91	2.79	122.74	124.10	117.55
Chemical products.....	41.0	41.3	40.8	2.26	2.27	2.20	92.76	93.64	89.79
Medicinal and pharmaceutical preparations.....	39.6	40.2	40.2	1.77	1.78	1.72	69.84	71.60	69.01
Acids, alkalis and salts.....	41.1	41.5	40.4	2.60	2.60	2.54	106.94	108.02	102.67
Miscellaneous manufacturing industries.....	41.8	41.9	41.7	1.66	1.64	1.60	69.19	68.81	66.58
Professional and scientific equipment.....	40.7	40.7	41.3	1.96	1.95	2.00	79.33	79.53	82.82
Construction	41.7	42.9	40.8	2.31	2.30	2.16	96.13	98.62	88.34
Building and general engineering.....	42.1	42.4	40.8	2.52	2.52	2.36	103.81	106.73	96.07
Highways, bridges and streets.....	42.6	44.0	41.0	1.90	1.89	1.79	80.87	83.33	73.21
Electric and motor transportation	44.5	44.9	44.1	2.10	2.10	2.04	93.54	94.47	89.73
Service	36.8	37.0	37.3	1.24	1.23	1.18	45.48	45.54	43.81
Hotels and restaurants.....	36.2	36.4	36.7	1.20	1.19	1.15	43.45	43.41	42.20
Laundries and dry cleaning plants.....	39.9	40.1	39.9	1.18	1.18	1.10	46.84	47.33	44.02

*Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section DBS. See also Technical Note, page 199, February 1965 issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS ON HAND

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations on Hand		
	Male	Female	Total	Male	Female	Total
End of:						
February 1960.....	8,431	10,676	19,107	634,332	182,721	817,053
February 1961.....	8,786	9,513	18,299	691,351	186,991	878,342
February 1962.....	12,308	13,073	25,381	585,555	161,992	747,547
February 1963.....	13,412	13,930	27,342	591,207	163,864	755,071
February 1964.....	18,323	17,154	35,477	508,125	154,378	662,503
March 1964.....	23,470	18,805	42,275	511,312	149,296	660,608
April 1964.....	28,985	22,337	51,322	445,744	141,472	587,216
May 1964.....	30,955	23,676	54,631	319,268	126,509	445,777
June 1964.....	28,693	21,359	50,052	266,490	140,069	406,559
July 1964.....	29,445	19,458	48,903	233,564	128,799	362,363
August 1964.....	30,171	24,058	54,229	197,724	109,554	307,278
September 1964.....	33,617	23,611	57,228	173,988	104,907	278,895
October 1964.....	29,159	19,727	48,886	203,340	110,611	313,951
November 1964.....	38,620	22,704	61,324	254,346	118,294	372,640
December 1964.....	25,171	14,758	39,929	378,125	130,721	508,846
January 1965 ⁽¹⁾	22,509	15,141	37,650	447,847	152,195	600,042
February 1965 ⁽¹⁾	23,142	16,364	39,506	453,555	153,426	606,981

⁽¹⁾ Latest figures subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1961-1964, AND DURING MONTH, JANUARY 1964—JANUARY 1965

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1961—Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year.....	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1964—Year.....	2,894,099	1,170,889	1,030,199	530,575	845,696	395,380
1964—January.....	291,457	106,810	61,876	34,850	49,017	24,454
1964—February.....	214,467	78,941	55,008	32,358	44,376	22,297
March.....	215,718	74,565	66,580	34,818	50,178	24,578
April.....	236,915	88,740	95,252	43,563	75,095	29,285
May.....	207,806	88,218	95,076	44,484	78,405	31,264
June.....	234,674	109,636	87,592	47,201	74,485	34,640
July.....	237,632	111,717	97,585	53,022	81,610	42,217
August.....	198,847	97,928	86,901	56,448	69,893	41,514
September.....	209,609	107,109	108,719	55,219	90,230	43,051
October.....	228,509	99,357	88,832	41,509	72,982	30,636
November.....	277,052	104,803	109,323	45,645	82,945	30,749
December.....	341,413 ^R	103,065 ^R	77,455	41,458	76,480	40,686
1965—January ⁽¹⁾	272,054	100,554	65,179	34,426	53,989	23,938

^RRevised.

⁽¹⁾Preliminary.

**TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX,
DURING JANUARY 1965⁽¹⁾**

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from January 1964	
Agriculture, Fishing, Trapping	686	75	761	+	81
Forestry	1,671	20	1,691	—	171
Mining, Quarrying and Oil Wells	896	66	962	+	424
Metal Mining.....	444	14	458	+	183
Fuels.....	298	29	327	+	197
Non-Metal Mining.....	45	3	48	+	32
Quarrying, Clay and Sand Pits.....	30	1	31	0	0
Prospecting.....	79	19	98	+	12
Manufacturing	12,675	6,687	19,362	—	747
Foods and Beverages.....	1,099	984	2,083	+	197
Tobacco and Tobacco Products.....	20	8	28	—	33
Rubber Products.....	110	98	208	—	42
Leather Products.....	173	339	512	—	1
Textile Products (except clothing).....	544	412	956	+	93
Clothing (textile and fur).....	409	1,853	2,262	—	626
Wood Products.....	1,714	251	1,965	—	14
Paper Products.....	786	237	1,023	—	165
Printing, Publishing and Allied Industries.....	540	409	949	+	92
Iron and Steel Products.....	2,522	375	2,897	—	92
Transportation Equipment.....	2,448	374	2,822	—	32
Non-Ferrous Metal Products.....	421	225	646	—	54
Electrical Apparatus and Supplies.....	526	456	982	—	128
Non-Metallic Mineral Products.....	390	91	481	—	44
Products of Petroleum and Coal.....	40	15	55	+	13
Chemical Products.....	506	243	749	+	89
Miscellaneous Manufacturing Industries.....	427	317	744	—	0
Construction	7,539	176	7,715	—	165
General Contractors.....	4,725	105	4,830	—	210
Special Trade Contractors.....	2,814	71	2,885	+	45
Transportation, Storage and Communication	4,483	292	4,775	—	252
Transportation.....	4,180	140	4,320	—	176
Storage.....	228	52	280	—	59
Communication.....	75	100	175	—	17
Public Utility Operation	155	50	205	+	5
Trade	6,822	3,490	10,312	+	202
Wholesale.....	2,800	1,060	3,860	+	112
Retail.....	4,022	2,430	6,452	+	90
Finance, Insurance and Real Estate	707	1,021	1,728	+	128
Service	18,355	12,061	30,416	+	4,951
Community or Public Service.....	829	1,288	2,117	+	407
Government Service.....	10,725	1,691	12,416	+	2,073
Recreation Service.....	296	184	480	+	73
Business Service.....	1,442	655	2,097	+	674
Personal Service.....	5,063	8,243	13,306	+	1,724
GRAND TOTAL	53,989	23,938	77,927	+	4,456

⁽¹⁾Preliminary.

**TABLE D-4—REGISTRATIONS ON HAND BY OCCUPATION AND BY SEX
AS AT JANUARY 29, 1965⁽¹⁾**

(SOURCE: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations on Hand		
	Male	Female	Total
Professional and Managerial Workers.....	9,023	2,130	11,153
Clerical Workers.....	20,072	46,168	66,240
Sales Workers.....	8,622	17,893	26,515
Personal and Domestic Service Workers.....	41,462	31,901	73,363
Seamen.....	4,556	107	4,663
Agriculture, Fishing, Forestry (Ex. log.).....	9,260	904	10,164
Skilled and Semi-Skilled Workers.....	194,254	20,339	214,593
Food and kindred products (incl. tobacco).....	1,722	656	2,378
Textiles, clothing, etc.....	2,516	12,466	14,982
Lumber and lumber products.....	21,835	164	21,999
Pulp, paper (incl. printing).....	1,566	548	2,114
Leather and leather products.....	1,188	979	2,167
Stone, clay and glass products.....	705	37	742
Metalworking.....	12,215	1,006	13,221
Electrical.....	2,097	1,046	3,143
Transportation equipment.....	477	70	547
Mining.....	1,701	.....	1,701
Construction.....	62,654	17	62,671
Transportation (except seamen).....	38,757	108	38,865
Communications and public utility.....	907	—	907
Trade and service.....	5,917	1,956	7,873
Other skilled and semi-skilled.....	27,133	974	28,107
Foremen.....	5,063	302	5,365
Apprentices.....	7,801	10	7,811
Unskilled Workers.....	160,598	32,753	193,351
Food and tobacco.....	7,559	10,337	17,896
Lumber and lumber products.....	17,748	476	18,224
Metalworking.....	4,824	737	5,561
Construction.....	86,689	8	86,697
Other unskilled workers.....	43,778	21,195	64,973
GRAND TOTAL.....	447,847	152,195	600,042

⁽¹⁾Preliminary.

**TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS,
AT JANUARY 29, 1965**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Registrations on Hand		Office	Registrations on Hand	
	(a) Jan. 29, 1965	Previous Year Jan. 31, 1964		(a) Jan. 29, 1965	Previous Year Jan. 31, 1964
Newfoundland	26,347	30,417	Quebec—Concluded		
Corner Brook.....	5,154	5,787	Sherbrooke.....	5,864	5,483
Grand Falls.....	2,483	2,794	Sorel.....	2,330	2,412
St. John's.....	18,710	21,836	Thetford Mines.....	2,118	2,383
Prince Edward Island	5,148	5,596	Trois-Rivières.....	5,560	6,187
Charlottetown.....	3,459	3,516	Val d'Or.....	1,290	2,016
Summerside.....	1,689	2,080	Valleyfield.....	2,392	2,456
Nova Scotia	29,099	33,474	Victoriaville.....	2,443	2,663
Amherst.....	1,067	1,499	Ville St. Georges.....	2,989	3,230
Bridgewater.....	1,886	2,104	Ontario	171,128	191,338
Halifax.....	6,175	6,740	Arnprior.....	431	505
Inverness.....	1,140	1,285	Barrie.....	1,579	1,583
Kentville.....	3,056	3,325	Belleville.....	2,085	2,169
Liverpool.....	660	777	Bracebridge.....	1,367	1,464
New Glasgow.....	3,147	4,459	Brampton.....	1,524	1,960
Springhill.....	845	996	Brantford.....	2,078	2,490
Sydney.....	4,423	4,708	Brockville.....	714	749
Sydney Mines.....	1,744	1,894	Carleton Place.....	528	499
Truro.....	1,691	2,163	Chatham.....	2,060	2,444
Yarmouth.....	3,265	3,524	Cobourg.....	1,009	1,000
New Brunswick	30,967	31,367	Collingwood.....	935	947
Bathurst.....	6,259	6,193	Cornwall.....	2,650	3,487
Campbellton.....	2,763	2,667	Elliot Lake.....	426	462
Edmundston.....	2,344	2,252	Fort Erie.....	698	822
Fredericton.....	1,697	1,645	Fort Frances.....	805	828
Minto.....	319	382	Fort William.....	2,482	2,874
Moncton ⁽²⁾	8,002	8,336	Galt.....	1,279	1,039
Newcastle.....	3,115	2,565	Gananoque.....	351	448
Saint John.....	3,262	3,123	Goderich.....	584	773
St. Stephen.....	1,334	2,108	Guelph.....	1,254	1,511
Sussex.....	579	556	Hamilton.....	11,312	13,876
Woodstock.....	1,293	1,540	Hawkesbury.....	1,069	1,152
Quebec	185,320	204,441	Kapusking.....	442	473
Alma.....	1,401	2,613	Kenora.....	1,264	1,027
Asbestos.....	864	1,005	Kingston.....	2,423	2,496
Baie Comeau.....	1,474	1,261	Kirkland Lake.....	747	856
Beauharnois.....	1,205	1,527	Kitchener.....	2,379	2,439
Buckingham.....	1,078	1,191	Leamington.....	792	1,205
Causapscal.....	1,818	2,694	Lindsay.....	809	852
Chandler.....	2,535	2,567	Listowel.....	357	486
Chicoutimi.....	2,341	2,429	London.....	5,047	5,639
Cowansville.....	536	510	Long Branch.....	3,563	3,932
Dolbeau.....	1,036	1,471	Midland.....	1,517	1,383
Drummondville.....	2,722	2,665	Napanee.....	737	832
Farnham.....	660	673	New Liskeard.....	471	573
Forestville.....	1,049	1,405	Newmarket.....	1,355	1,649
Gaspé.....	1,901	2,133	Niagara Falls.....	2,743	3,177
Granby.....	2,336	2,504	North Bay.....	1,759	2,213
Hull.....	4,896	5,056	Oakville.....	753	1,013
Joliette.....	4,378	4,584	Orillia.....	1,241	1,207
Jonquière.....	2,721	2,952	Oshawa.....	6,091	5,084
Lachute.....	920	998	Ottawa.....	7,394	8,322
Lac-Mégantic.....	1,408	1,315	Owen Sound.....	1,752	1,872
La Malbaie.....	2,563	2,851	Parry Sound.....	519	681
La Tuque.....	801	866	Pembroke.....	1,719	1,918
Lévis.....	4,539	5,222	Perth.....	697	756
Louiseville.....	1,221	1,319	Peterborough.....	2,893	3,153
Magog.....	970	796	Picton.....	646	589
Maniwaki.....	807	843	Port Arthur.....	3,094	3,599
Matane.....	2,440	2,992	Port Colborne.....	777	1,107
Mont-Laurier.....	938	1,029	Prescott.....	941	946
Montmagny.....	2,193	2,503	Renfrew.....	555	599
New Richmond.....	58,893	64,973	St. Catharines.....	3,518	4,271
Por. Alfred.....	1,871	2,480	St. Thomas.....	939	994
Québec.....	15,251	15,868	Sarnia.....	2,474	3,046
Rimouski.....	3,304	4,264	Sault Ste. Marie.....	2,932	2,827
Rivière du Loup.....	4,542	5,488	Simcoe.....	1,324	1,698
Roberval.....	1,183	1,418	Smiths Falls.....	673	705
Rouyn.....	1,677	2,590	Stratford.....	860	756
Ste. Agathe des Monts.....	1,237	1,255	Sturgeon Falls.....	738	1,078
Ste. Anne de Bellevue.....	1,465	1,421	Sudbury.....	3,656	4,879
Ste. Thérèse.....	2,368	2,757	Tillsonburg.....	439	557
St. Hyacinthe.....	2,211	2,139	Timmins.....	1,744	1,978
St. Jean.....	2,653	2,388	Toronto.....	44,803	48,571
St. Jérôme.....	2,156	2,371	Trenton.....	895	994
Sept.-Îles.....	2,127	2,319	Walkerton.....	856	1,047
Shawinigan.....	4,462	4,737	Wallaceburg.....	688	707
			Welland.....	2,177	2,175
			Weston.....	3,744	3,938
			Windsor.....	5,332	7,012
			Woodstock.....	739	889

**TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS,
AT JANUARY 29, 1965**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Registrations on Hand		Office	Registrations on Hand	
	(1)	Previous Year		(1)	Previous Year
	Jan. 29, 1965	Jan. 31, 1964		Jan. 29, 1965	Jan. 31, 1964
Manitoba	26,781	29,086	British Columbia	71,426	69,113
Brandon.....	2,598	2,686	Chilliwack.....	2,537	2,341
Dauphin.....	1,554	1,956	Courtenay.....	1,963	1,614
Flin Flon.....	215	193	Cranbrook.....	962	1,176
Portage la Prairie.....	1,264	1,283	Dawson Creek.....	1,273	1,407
The Pas.....	529	504	Duncan.....	1,418	1,151
Winnipeg.....	20,621	22,464	Kamloops.....	2,275	1,787
Saskatchewan	21,606	21,794	Kelowna.....	1,908	1,712
Estevan.....	510	475	Mission City.....	1,800	1,499
Lloydminster.....	514	500	Nanaimo.....	1,561	1,625
Moose Jaw.....	1,639	1,623	Nelson.....	1,022	937
North Battleford.....	1,475	1,464	New Westminster.....	9,828	9,696
Prince Albert.....	2,708	2,892	Penticton.....	2,549	2,275
Regina.....	5,298	5,259	Port Alberni.....	1,192	961
Saskatoon.....	5,086	5,011	Prince George.....	1,894	1,656
Swift Current.....	1,192	1,077	Prince Rupert.....	1,883	1,805
Weyburn.....	478	503	Quesnel.....	848	797
Yorkton.....	2,706	2,990	Trail.....	976	1,145
Alberta	32,220	35,761	Vancouver.....	28,554	28,211
Blairmore.....	490	450	Vernon.....	2,106	2,159
Calgary.....	10,002	10,546	Victoria.....	4,328	4,551
Drumheller.....	530	653	Whitehorse.....	549	608
Edmonton.....	13,964	16,621	CANADA	600,042	652,387
Edson.....	305	344			
Grande Prairie.....	893	1,024	Males.....	447,847	498,726
Lethbridge.....	3,031	3,138	Females.....	152,195	153,661
Medicine Hat.....	1,440	1,439			
Red Deer.....	1,565	1,546			

(1) Preliminary subject to revision.

(2) Included 1,502 registrations reported by the Magdalen Islands local office.

Settlements During February

(Continued from page 240)

normal retirement benefits (formerly \$2.80 a mo. per yr. of service) at age 65 or over and early retirement benefits at age 62 increased to \$4.25 a mo. per yr. of service; benefit for voluntary early retirement at age 60 after 10 or more yrs. of service or between ages 55 and 60 if sum of age and yrs. of service equals 85 or more to be \$4.25 a mo. per yr. of service reduced by 0.5% for each mo. empl. is under age 62; special early retirement benefit of \$4.25 a mo. per yr. of service for empl. with 10 or more yrs. of service between ages 55 and 65 retiring at company's option; disability retirement benefit of \$4.25 a mo. per yr. of service for empl. with 10 or more yrs. of service; supplemental pension to be \$4.25 a mo. per yr. of service up to 30 yrs. and reduced to \$1.75 a mo. per yr. of service at age 70; provision for adjustments in supplemental pension to government benefits; vested deferred pension to be \$4.25 a mo. per yr. of service after 10 yrs. of service payable at age 65, and age limit of 40 under previous arrangement to be removed; benefit to present pensioners increased by \$1.45 a mo. per yr. of service eff. Jan. 1 1965; 2 wks. vacation @ 4% of earnings after 1 yr. of service (formerly 1 wk. @ 2%), 2½ wks. vacation @ 5% of earnings after 3 yrs. of service (formerly 1½ wks. @ 3%), 3 wks. vacation @ 6% of earnings after 5 yrs. of service (formerly 2 wks. @ 4%); empl. with 10 or more yrs. of service may elect additional time off or pay in lieu thereof for vacations exceeding 3 wks.— 3 wks. vacation plus optional ½-wk. @ 7% of earnings after 10 yrs. of service (formerly 2½ wks. @ 5%); 3 wks. vacation plus optional 1 wk. @ 8% of earnings after 15 yrs. of service (formerly 3 wks. @ 6%) and 3 wks. vacation plus optional 2 wks. @ 10% of earnings after 25 yrs. of service (formerly 4 wks. @ 8%); Dec. 24 and Dec. 31 to be ninth and tenth paid holidays; rate for labourer will be \$2.32 an hr.; agreement to expire Dec. 15, 1967.

Miramichi River Ports Shippers, N.B.—Miramichi Trades & Labour (Ind): 2-yr. agreement covering 520 empl.—new hourly rate for work on ore concentrates to be \$2.10 an hr. by day and \$2.20 an hr. by night; general wage increase of 5¢ an hr. eff. Jan. 1, 1966; voluntary revocable check-off of union dues adopted; rate for longshoremen Jan. 1, 1966 will be \$2.00 an hr.; agreement to expire Dec. 31, 1966.

Outboard Marine Corp. of Canada, Peterborough, Ont.—Steelworkers (AFL-CIO/CLC): 2-yr. agreement covering 950 empl.—retroactive pay of 75% of first wage increase from Oct. 1, 1964 to Dec. 20, 1964; wage increases of 3½% retroactive to Dec. 20, 1964 and 3% eff. Oct. 3, 1965; 9 paid holidays (formerly 8); 4 wks. vacation after 18 yrs. of service (formerly after 20 yrs.); life insurance increased to \$5,000 (formerly \$4,000); weekly indemnity increased to \$56 (formerly \$49); rate for labourer will be \$2.33 an hr. Oct. 3, 1965; agreement to expire Oct. 1, 1966.

(Continued on page 304)

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 208, February 1965 issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1964—November	4,385,000	4,110,500	274,500
October	4,298,000	4,083,500	214,500
September	4,304,000	4,130,400	173,600
August	4,330,000	4,143,000	182,000
July	4,271,000	4,065,700	205,300
June	4,241,000	4,039,100	201,900
May	4,173,000	3,922,900	250,100
April	4,280,000	3,782,300	497,700
March	4,348,000	3,750,700	597,300
February	4,339,000	3,731,900	607,100
January	4,334,000	3,735,400	598,600
1963—December	4,326,000	3,793,700	532,300
November	4,192,000	3,888,600	303,400

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, DECEMBER 1964

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	20,268	18,374	1,894	15,703	13,901	1,802	8,227
Prince Edward Island	3,928	3,545	383	3,615	3,326	289	1,222
Nova Scotia	17,806	13,976	3,830	14,380	12,526	1,854	6,740
New Brunswick	18,584	15,659	2,925	15,351	13,385	1,966	6,957
Quebec	95,322	70,451	24,871	77,672	64,227	13,445	42,891
Ontario	85,087	61,968	23,119	74,294	61,486	12,808	31,803
Manitoba	12,479	9,642	2,837	11,855	9,872	1,983	3,849
Saskatchewan	10,678	8,470	2,208	9,487	7,885	1,602	4,254
Alberta	14,268	10,656	3,612	13,096	10,569	2,527	5,670
British Columbia (incl. Yukon Territory)	37,960	29,157	8,803	30,080	24,304	5,776	16,469
Total, Canada, December 1964	316,380	241,898	74,482	265,533	221,481	44,052	128,082
Total, Canada, November 1964	163,958	119,545	49,413	133,306	96,553	36,753	77,235
Total, Canada, December 1963	345,306	261,881	83,425	296,827	250,786	46,041	126,086

*In addition, revised claims received numbered 35,845.

†In addition, 33,600 revised claims were disposed of. Of these, 3,393 were special requests not granted and 1,584 appeals by claimants. There were 9,826 revised claims pending at the end of the month.

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES
BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX,
DECEMBER 31, 1964**

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1-4	5-13	14-26	27 or more*	Nov. 30, 1964	Dec. 31, 1963
CANADA.....	478,244	316,701	107,435	33,718	20,390	274,532	532,331
Male.....	360,162	256,644	74,735	17,774	11,009	186,853	415,106
Female.....	118,082	60,057	32,700	15,944	9,381	87,679	117,225
Newfoundland.....	27,465	21,748	4,370	932	415	10,253	28,396
Male.....	25,641	20,857	3,875	664	245	8,835	26,614
Female.....	1,824	891	495	268	170	1,418	1,782
Prince Edward Island.....	5,342	4,374	781	157	30	1,965	5,589
Male.....	4,315	3,654	554	97	10	1,425	4,617
Female.....	1,027	720	227	60	20	540	972
Nova Scotia.....	27,748	19,143	5,497	1,871	1,237	13,465	28,594
Male.....	23,436	16,891	4,293	1,325	927	10,570	24,815
Female.....	4,312	2,252	1,204	546	310	2,895	4,079
New Brunswick.....	28,196	20,038	5,717	1,557	884	13,342	26,790
Male.....	22,878	17,201	4,182	857	638	9,425	21,350
Female.....	5,318	2,837	1,535	700	246	3,917	5,440
Quebec.....	144,373	95,280	32,386	10,690	6,017	87,782	166,217
Male.....	109,731	76,744	23,991	5,907	3,089	62,590	130,864
Female.....	34,642	18,536	8,395	4,783	2,928	25,192	35,353
Ontario.....	127,351	79,761	28,860	11,804	6,926	81,586	152,621
Male.....	83,521	56,548	17,565	5,737	3,671	49,123	109,606
Female.....	43,830	23,213	11,295	6,067	3,255	32,463	43,015
Manitoba.....	21,047	12,149	6,981	676	1,241	11,301	21,635
Male.....	15,751	10,249	4,677	258	567	7,388	17,204
Female.....	5,296	1,900	2,304	418	674	3,913	4,431
Saskatchewan.....	15,621	10,645	4,077	542	357	8,383	16,561
Male.....	12,561	9,211	2,991	221	138	5,852	13,592
Female.....	3,060	1,434	1,086	321	219	2,531	2,969
Alberta.....	23,786	14,511	6,691	1,764	820	14,921	28,275
Male.....	18,525	12,543	4,692	838	452	10,436	22,573
Female.....	5,261	1,968	1,999	926	368	4,485	5,702
British Columbia.....	57,315	39,052	12,075	3,725	2,463	31,534	57,353
Male.....	43,803	32,746	7,915	1,870	1,272	21,209	43,871
Female.....	13,512	6,306	4,160	1,855	1,191	10,325	13,482

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, DECEMBER 1964

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	25,096	615,178
Prince Edward Island.....	5,826	137,770
Nova Scotia.....	42,445	946,561
New Brunswick.....	40,075	911,790
Quebec.....	324,551	8,044,413
Ontario.....	310,005	7,534,996
Manitoba.....	46,307	1,188,937
Saskatchewan.....	31,859	798,461
Alberta.....	59,200	1,511,865
British Columbia (including Yukon Territory).....	109,614	2,807,894
Total, Canada, December 1964.....	994,978	24,497,865
Total, Canada, November 1964.....	602,005	14,646,798
Total, Canada, December 1963.....	1,175,063	29,360,512

*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year.....	126.5	121.1	131.4	109.9	138.4	150.2	141.7	114.0
1960—Year.....	128.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year.....	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—February.....	134.5	131.3	137.3	117.8	142.6	165.4	152.3	119.4
March.....	134.6	131.3	137.5	118.6	143.0	165.4	152.3	119.4
April.....	135.0	131.8	137.8	119.1	142.8	166.5	151.0	119.5
May.....	135.0	131.2	138.3	118.7	142.4	167.3	151.5	120.2
June.....	135.3	132.5	138.4	119.0	142.0	167.3	151.4	120.2
July.....	136.2	135.4	138.7	119.0	141.6	167.3	151.5	120.2
August.....	136.1	135.1	138.7	118.9	141.4	167.5	151.5	120.2
September.....	135.6	132.7	138.9	119.4	141.6	167.7	150.9	120.2
October.....	135.6	131.0	139.2	120.7	141.4	170.4	151.1	121.4
November.....	135.9	132.0	139.3	120.9	141.4	171.1	152.3	121.6
December.....	136.8	133.2	139.6	121.0	142.7	174.3	153.5	121.6
1965—January.....	136.9	132.5	139.8	119.2	146.3	174.4	154.0	121.6
February.....	137.2	133.1	140.1	119.5	146.3	174.6	153.4	121.8

Note: 1959 and 1960 figures are 1947-48 weighted; figures for 1961 *et seq* are 1957 weighted.

**TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA
AT THE BEGINNING OF JANUARY 1965**

(1949=100)

	All-Items			Food	Housing	Clothing	Transportation	Health and personal care	Recreation and reading	Tobacco and Alcohol
	January 1964	December 1964	January 1965							
① St. John's, Nfld.....	120.2	121.9	122.0	117.3	116.2	115.2	121.1	165.4	150.5	116.4
Halifax.....	131.6	132.5	132.6	126.8	133.7	129.6	138.9	168.6	171.9	125.2
Saint John.....	134.1	135.1	135.5	131.6	133.7	128.2	145.8	190.7	156.4	125.4
Montreal.....	133.9	136.2	136.3	138.9	135.6	110.1	163.3	183.4	155.3	124.9
Ottawa.....	134.6	137.2	136.7	133.0	137.4	123.6	158.7	180.9	150.9	126.5
Toronto.....	135.9	138.2	138.2	130.6	141.1	126.5	145.0	172.3	191.0	123.9
Winnipeg.....	131.4	133.8	134.0	130.6	129.7	125.5	139.2	187.7	143.0	138.3
Saskatoon-Regina.....	129.0	130.5	130.5	129.5	128.8	132.8	135.6	149.3	149.9	120.9
Edmonton-Calgary.....	127.5	128.4	128.8	123.6	127.4	128.1	133.7	171.4	145.3	120.5
Vancouver.....	131.9	133.7	134.5	131.6	136.1	123.0	147.8	156.2	153.6	123.3

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

① St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada as compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 1164, December 1964 issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1960-1965

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1960.....	268	274	49,408	738,700	0.19
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1963.....	318	332	83,428	917,410	0.07
*1964.....	313	329	100,214	1,572,220	0.13
*1964 January.....	13	29	1,756	21,730	0.02
February.....	24	46	7,957	82,410	0.08
March.....	24	50	7,142	92,450	0.08
April.....	17	41	8,617	88,900	0.08
May.....	15	35	7,488	63,700	0.06
June.....	46	66	15,148	195,680	0.16
July.....	38	72	18,183	147,710	0.12
August.....	36	68	11,418	108,200	0.10
September.....	26	63	9,039	104,010	0.09
October.....	30	60	10,593	101,580	0.09
November.....	25	57	15,080	105,590	0.09
December.....	19	48	33,689	460,260	0.38
*1965 January.....	24	47	29,768	220,380	0.21

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, JANUARY 1965, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	4	799	7,840
Mines.....	30	24,968	133,680
Manufacturing.....	2	34	310
Construction.....	4	580	12,440
Transpn. & utilities.....	6	3,332	65,010
Trade.....	1	55	1,100
Finance.....			
Service.....			
Public administration.....			
All industries.....	47	29,768	220,380

TABLE G-3—STRIKES AND LOCKOUTS, JANUARY 1965, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	1	26	10
Prince Edward Island.....	2	63	1,120
Nova Scotia.....	1	6	60
New Brunswick.....	8	3,577	65,880
Quebec.....	24	24,682	132,350
Ontario.....	1	115	230
Manitoba.....			
Saskatchewan.....	2	235	1,320
Alberta.....	7	514	7,230
British Columbia.....	1	550	12,180
Federal.....			
All jurisdictions.....	47	29,768	220,380

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
JANUARY 1965**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Jan- uary	Accu- mulated		
MINES						
<i>Mineral Fuels</i> Coleman Collieries (Vicary Mine), Coleman, Alta.	Mine Workers Loc. 2633 (Ind.)	115	120	120	Jan. 12 Jan. 12	Wages, holidays ~ 64¢ a day increase, two additional statu- tory holidays, 2-4¢ an hr. increase in shift pay.
Crowsnest Pass Coal, Michel and Fernie, B.C.	Mine Workers Loc. 7292 (Ind.)	449	6,290	6,290	Jan. 12	Wages, fringe benefits~
Lethbridge Collieries, Shaughnessy, Alta.	Mine Workers Loc. 7354 (Ind.)	120	1,200	1,200	Jan. 15 Jan. 29	Wages~Operations suspen- ded.
<i>Incidental Services</i> Inspiration Limited, Winnipeg, Man.	I.B.E.W. Loc. 2085 Plumbers Loc. 254 (AFL-CIO/CLC)	115	230	230	Jan. 8 Jan. 12	Unsatisfactory food services by caterers~Return of work- ers under improved condi- tions.
MANUFACTURING						
<i>Food and Beverages</i> Presswood Bros., Toronto, Ont.	Packinghouse Workers Loc. 716 (AFL-CIO/ CLC)	192	2,680	2,680	Jan. 11	Wages, hours~
<i>Rubber</i> National Rubber and Pneuco Machinery, Toronto, Ont.	Rubber Workers Loc. 750 (AFL-CIO/CLC)	211	4,640	18,750	Sep. 28	Wages, hours, union security, irrevocable check-off~
<i>Furniture and Fixtures</i> Victoriaville Specialties, Victoriaville, Que.	Upholsterers Loc. 573 (AFL-CIO/CLC)	162	410	410	Jan. 20 Jan. 22	Change in application of piece work bonuses~Return of workers matter to be dis- cussed.
<i>Printing and Publishing</i> The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Loc. 9 (AFL-CIO/CLC)	861	17,240	125,870	July 9	Working conditions as affected by computers, job securi- ty, union membership▲of foremen~
<i>Primary Metals</i> Wolverine Tube (Div. of Calumet Hecla of Canada), London, Ont.	Auto Workers Loc. 27 (AFL-CIO/CLC)	115	2,200	13,120	Aug. 19	Wages, other improvements ~
<i>Metal Fabricating</i> Dominion Chain, Niagara Falls, Ont.	Machinists Loc. 1927 (AFL-CIO/CLC)	219	3,070	3,070	Jan. 5 Jan. 24	Retention of present union when company moves to new location~10¢ an hr. increase in a new agreement which will remain in effect when moved to new location.
<i>Machinery</i> Brown Boggs Foundry and Machine, Hamilton, Ont.	U.E. Loc. 520 (Ind.)	190	3,800	11,690	Nov. 3	Wages~
<i>Transportation Equipment</i> Ford Motor Company, Brampton, Niagara Falls, Oakville & Windsor, Ont.	Auto Workers Locs. 200, 584, 707, & 1054 (AFL-CIO/CLC)	10,174 (60)	76,250	76,250	Jan. 13 Jan. 26	Wages, overtime~13¢ an hr. increase for non-skilled work- ers, 21¢ an hr. for skilled workers plus 6¢ eff. Dec. 1, 1965, 6¢ Dec. 1, 1966; other improved benefits.
Chrysler Canada, Windsor, Ont.	Auto Workers Loc. 444 (AFL-CIO/CLC)	6,000	6,000	6,000	Jan. 22 Jan. 25	Wages, production standards ~Return of workers.
Chrysler Canada, Windsor, Ont.	Auto Workers Loc. 444 (AFL-CIO/CLC)	6,000 (150)	12,000	12,000	Jan. 28	Wages, production standards ~

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
JANUARY 1965**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Jan- uary	Accu- mulated		
<i>Electrical Products</i> Lanark Manufacturing, Dunnville, Ont.	U.E. Loc. 543 (Ind.)	310	1,550	30,210	Aug. 31 Jan. 11	Wages, working conditions, seniority provisions~Return of workers.
Philco Corporation, Don Mills, Ont.	Machinists Loc. 2113 (AFL-CIO/CLC)	120	60	60	Jan. 22 Jan. 22	Demotion of lead hand~ Return of workers on advice of union.
TRANSPN. & UTILITIES						
<i>Transportation</i> Nfld. Employers' Association, St. John's Nfld.	Longshoremen's Protective Union (Ind.)	550	12,180	38,110	Oct. 26	Union refusal to accept terms of Industrial Enquiry Com- mission~
TRADE						
Quebec Liquor Board, Various centres, Que.	CNTU	3,200	64,000	134,400	Dec. 5	Wages, delayed negotiations ~

Figures in parentheses indicate the number of workers indirectly affected.

Settlements During February

(Continued from page 298)

Quebec Liquor Board, province-wide—CNTU—Chartered Locals (retail, warehouse and office empl.): 44-mo. agreement covering 3,200 empl.—general wage increases of \$8 a wk. retroactive from Feb. 13, 1964 to Dec. 4, 1964, \$3 a wk. eff. Nov. 1, 1965 and \$7 a wk. eff. Nov. 1, 1966; provision for work week of 37½ hrs. for retail and warehouse empl. and of 32½ hrs. for office empl.; overtime premiums of time and one half after normal hrs. and double time for non-scheduled work on Sunday; 16 paid holidays; 3 wks. vacation after 1 yr. of service and 4 wks. vacation after 20 yrs. of service; leave for sickness or accident to accrue up to 15 days per fiscal yr. at 1½ day per mo. of service and to be cumulative; retiring empl. entitled to leave graduated from 1 to 6 mos. or pay of 1 to 3 mos. depending on accumulated sick leave credits; leave of 1 day to attend marriage in immediate family; bereavement leave of 3 days; provision for maternity leave; attempts to be made to transfer empl. facing displacement to alternative employment in government departments; provision for unemployment benefits ranging from \$20 payable for 5 wks. to \$40 payable for 36 wks.; rate for labourer will be \$2.125 an hr. Nov. 1, 1966; agreement to expire Oct. 31, 1967.

Restigouche Forest Employers, northern N.B.—Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC): 2-yr. agreement covering 800 empl.—general wage increase of 12¢ an hr. eff. March 1, 1965 and 7¢ an hr. eff. March 1, 1966; increases of 50¢ per cord eff. March 1, 1965 and an average increase of 60¢ per cord eff. March 1, 1966; work week reduced to 50 hrs. eff. March 1, 1965 (formerly 54 hrs.); rate for labourer March 1, 1966 will be \$1.42 an hr.; agreement to expire Feb. 29, 1967.

Royal Victoria Hospital, Montreal, Que.—Service Empl. Federation (CNTU): 20-mo. agreement covering 1,000 empl.—retroactive pay of \$60 from March 24, 1964 to May 4, 1964 and full retroactive pay from May 5, 1964 to Feb. 19, 1965; average retroactive pay per empl. amounts to \$500 with a maximum of \$900; general wage increase of \$5 a wk. in 1965; 10 paid holidays (formerly 9); improvement in sick leave provisions; agreement to expire Dec. 31, 1965.

Saint John Shipbuilding and Dry Dock, Saint John, N.B.—Machinists (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC) & Marine Wkrs. (CLC): 2½ yr. agreement covering 800 empl.—general wage increases of 13¢ an hr. retroactive to Jan. 1, 1965, 8¢ an hr. eff. Jan. 1, 1966 and 6¢ an hr. eff. Jan. 1, 1967; vacation pay of 2% of earnings after 1 yr. of service to be payable also to empl. working more than 4 hrs. per day or 24 hrs. per wk.; rate for labourer will be \$1.94 an hr. Jan. 1, 1967; agreement to expire June 30, 1967.

Toronto General Hospital, Toronto, Ont.—Building Service Empl. (AFL-CIO/CLC): 3-yr. agreement covering 1,000 empl.—wage increases of \$9.50 a mo. retroactive to Jan. 1, 1965, \$8.50 a mo. eff. Jan. 1, 1966 and \$9.50 a mo. eff. Jan. 1, 1967 for male empl.; wage increases of \$12 a mo. retroactive to Jan. 1, 1965, \$11 a mo. eff. Jan. 1, 1966 and \$12 a mo. eff. Jan. 1, 1967 for maintenance empl.; wage increases of \$8 a mo. retroactive to Jan. 1, 1965, \$7 a mo. eff. Jan. 1, 1966 and \$8 a mo. eff. Jan. 1, 1967 for female empl.; agreement to expire Dec. 31, 1967.

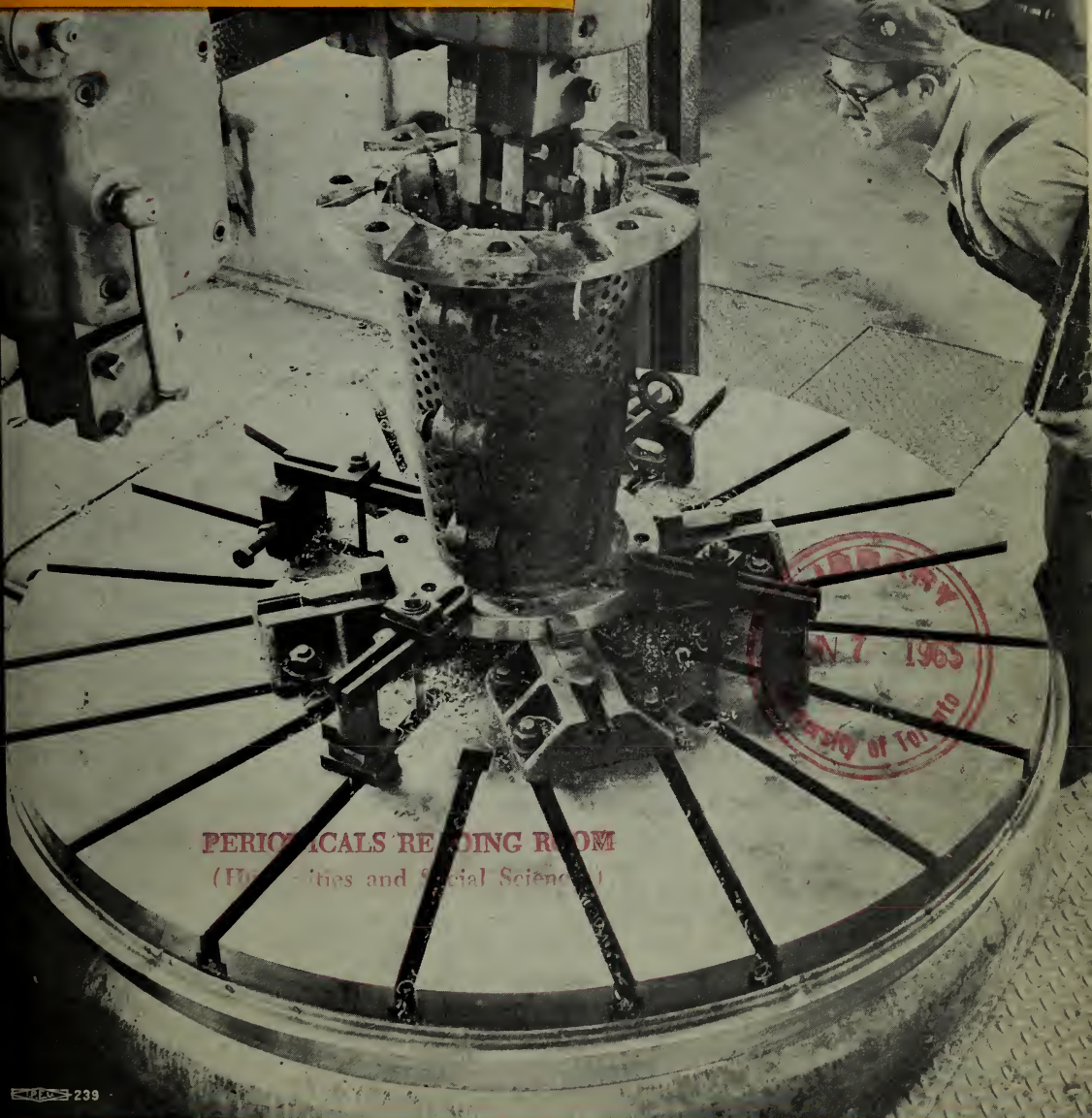
Vancouver City, B.C.—Vancouver City Hall Empl. Assn. (Ind.) (inside empl.): 1-yr. agreement covering 1,250 empl.—general wage increase of 4½% retroactive to Jan. 1, 1965; 4 wks. vacation after 15 yrs. of service (formerly after 17 yrs.); rate for clerk-typist \$231 a mo.; agreement to expire Dec. 31, 1965.



CANADA

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(Continued on page three of cover)

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Small Business Management Courses

Courses in marketing and selling for owner-managers of small businesses, being developed by Training Branch, will be ready by September, along with sales training courses for employees

Courses in marketing and sales training developed by the Small Business Management Training Division of the Department's Technical and Vocational Training Branch will be available in all Canadian communities by September, it was announced last month.

More than 90 per cent of Canada's 480,000 businesses are small. The owner-manager is at a serious disadvantage because he cannot afford to hire specialists and, therefore, has to direct all phases of his operation himself, e.g., finance, accounting, personnel, purchasing processing or servicing, selling and continuous analysis of future market possibilities. In most cases, he probably has had adequate experience in one or two of these areas, but has not had an opportunity to acquire sufficient preparation in all.

All this has lead to a high rate of business failure, unsatisfactory profits, instability, and improper use of resources. And this inadequate performance is an obstruction to the growth of Canada's economy at the rate necessary to provide a satisfactory level of employment and standard of living.

Approximately two thirds of small business failures are the result of errors in the management of the marketing function. Therefore, management and employee training in marketing and selling specifically designed for Canadian business is essential for satisfactory economic advance in all parts of Canada.

Marketing training, designed to increase sales and profits, is now available for owner-managers through the Small Business Management Training Program. Because business growth is dependent upon skilful marketing and proficient sales personnel, employee training courses will be made available to improve these abilities.

Employee competency in marketing and selling results in high income, security, interesting work, mobility and opportunities for advancement. In addition, marketing and sales occupations are increasing in importance as a source of employment because markets are growing in size and marketing occupations are not particularly susceptible to automation and technological advances.

Owner-managers and employees are not the only ones who can take advantage of this training. The unemployed can be trained for suitable marketing positions and prepared for the many new job opportunities to be

found in the service industries, in which a high proportion of occupations have important marketing tasks.

In addition there are large numbers of mature women entering the labour force who require training. Marketing occupations in retailing and services provide many employment opportunities for them.

Marketing and selling courses for owner-managers now available are:

Retail Management—a 10-session course specifically designed for independent small retailers with a view to helping them to improve their knowledge and decision-making skills in the major aspects of their businesses.

Marketing for Service Businesses—a 10-session course which deals with the solution of various marketing problems facing businessmen operating service businesses.

Marketing for Manufacturers—a 10-session course dealing with certain proven approaches and techniques that can be put into effect by the small firm to help it compete more effectively.

Additional courses now offered owner-managers are Management Accounting, Purchasing for Manufacturers, Bookkeeping and Exporting.

One hundred and fifty of these courses were conducted this winter in British Columbia, Alberta, Saskatchewan, Manitoba, Ontario, Quebec, New Brunswick, Nova Scotia, Prince Edward Island, and the Northwest Territories.

Courses now being prepared for employees are: Selling, Business Arithmetic, Business English, Display, Merchandise Planning and Control, Bookkeeping, Personal Development, Stock Control.

Because owner-managers and employees are very busy and closely tied to their place of work, courses are offered in local communities, at convenient times, over short periods of approximately 10 weeks, one session per week, at little cost, and are conducted by competent business and professional men.

The programs are developed by the Small Business Management Training Division and made available by the provincial Governments through local community associations such as Chambers of Commerce and Trade Associations.

50 Years Ago This Month

Continuation apparent in March 1915 of modest improvement in labour and business conditions that began in February. Steel industry benefitting from receipt of orders for war material

During March 1915, there were signs of a continuation of the modest improvement in labour and general business conditions that began in February, the *Labour Gazette* for April of that year reported. Nevertheless, unemployment continued to be heavy all across the country.

The Montreal correspondent said that a great deal of the business improvement in the steel companies had been due to the placing of war orders. "At the same time, the fact that there is a steady expansion in business, and that reports from some of the companies show the regular business to have extended as well, gives hopes that the improvement will be of a permanent character," he wrote.

"Lord Kitchener's demand for a greater output in munitions of war leads Canadian firms to expect a continuation of the Imperial business."

The Canadian Car and Foundry Company had secured an order from the Russian Government for the manufacture of special war material valued at nearly \$80,000,000, and 40 or 50 Canadian firms were to be invited to quote prices for the manufacture of parts.

"It was anticipated, however, that difficulties in transportation might lead to the establishment of a steamship line subsidized by the Government to operate direct to Russia. This line might run to Archangel, by the Panama Canal to Vladivostok, or to Odessa on the Black Sea "if the allied fleets open the way through the Dardanelles in time."

The Canadian Northern tunnel under Mount Royal has been excavated to its full dimensions of 31 feet by 23½ feet high for all but the city end of the tunnel, the correspondent said.

A ruling by the American Federation of Labour that no central body in Canada or the United States could receive delegates into its membership from any national or international union that was not affiliated to the Federation was causing a stir in the Montreal Trade and Labour Council. This ruling would have excluded from membership the Bricklayers' Union, the Stationary Engineers, the Federated Letter Carriers and the Civic Employees' Union, all of which were important bodies in the Council.

"The delegates showed great unwillingness to obey the ruling, and they instructed the executive committee to bring the peculiar situation in Montreal to the notice of the

Executive Council of the American Federation of Labor and to ask for a delay of a year."

The Toronto correspondent reported that the Canadian executive of the Amalgamated Society of Engineers were sending a number of their members to take jobs in Britain, because they had heard from English employers that work at good wages was to be had there by anyone who wanted it, in the manufacture of shells and munitions of war.

"The first batch of 30 sailed on March 24, and will be followed by others. The executive intends removing its members who are working in shops where low wages are being paid on special work, and sending them to take Old Country jobs," the correspondent said.

The street commissioner in Toronto had issued an order that employees in his department living outside the city limits must move into the city if they wanted to keep their jobs. This would affect about 30 men, it appeared, and as many of them had been trying to obtain homes of their own this would entail considerable hardship.

The National Labour Council in the city had decided not to hold a parade on Labour Day that year, because it thought that the money this would cost could be used to better advantage in helping unemployed members.

It was reported from Windsor that the only unrest expected in labour circles would be among Grand Trunk Railway employees, who had been given notice that their wages would be reduced after April 1. The engineers and firemen were asking for an increase of 5 per cent.

The railways were reported to be doing only a fair business, and some companies had reduced the wages of their unskilled labourers to as low as 14 cents an hour.

In Vancouver, it was reported that there was no sign of improvement in the labour situation. Building had shown a further decline during March, and owing to the large amount of unemployment among building tradesmen, a number of them had gone to England, Australia and New Zealand. This emigration was still going on.

Local longshoremen had gone on strike early in March because their wages had been reduced by 25 per cent, and the international union had called on its members in ports below the border to boycott ships loaded in Vancouver.

NOTES OF CURRENT INTEREST

Winter Works Incentive Program Promises to Be One of Best

The Municipal Winter Works Incentive Program by March 26 this year had provided on-site work for 160,952 men; 7,716,727 man-days of work had been created. The 1964-65 program promises to be one of the most successful since its introduction seven years ago.

As well as providing these on-site jobs, it is estimated that at least a similar number of jobs have been created off-site, in the allied servicing industries.

Under the program, a total of 6,074 projects had been approved by provincial governments and accepted by the federal Government up to March 26. Approximate expenditure on these projects totals \$310,237,000, of which the federal contribution to direct payroll costs was estimated at \$59,791,000.

All these figures were higher than those at the corresponding date in 1964.

The program covers a six-month period from November 1, 1964, to April 30, 1965, and the federal Government contributes 50 per cent of on-site payroll costs of approved municipal projects.

More Applications This Year for Winter House Building Incentive

More applications under the Winter House Building Incentive Program are qualifying at first inspection this year than last. In addition, applications under the present program cover a larger number of dwellings: 38,204 as against 37,736 last winter.

Under the program, a \$500 incentive payment is made by the federal Government for each house built and completed between November 15 and April 15.

By the end of February, applications received totalled 32,868, a slight increase over the corresponding figure last year, 32,656. Only 1.5 per cent of the applications were rejected at first inspection of the units, compared with 4.8 per cent the previous year.

As in previous programs, the provinces of Quebec and Ontario, with more than 10,000 each, have produced the most applications.

It is estimated that approximately 90,000 workers are engaged on the construction sites, with a further 115,000 being employed in the industries that manufacture, sell and transport building materials.

Merchant Seamen Compensation Act Amendment Receives Royal Assent

An amendment to the Merchant Seamen Compensation Act, passed by the House of Commons on December 18 and by the Senate on March 10, received the Royal Assent on March 18. The principal effect of the amendment was to adjust the pensions payable to certain widows and children.

The adjustment was retroactive to April 1, 1964, and the Act will become effective on proclamation, expected this month or next.

One purpose of the amendment was to provide that the compensation payable for, or to dependent children of a seaman who dies from an injury may, with the approval of the Board, be paid to each such child under the age of 21 years who is attending school.

Other parts of the amendment reduce from four days to three days the length of time a seaman must be disabled before compensation is paid to him; increase from \$15 to \$25 a week the minimum rate of compensation for an injured seaman who suffers temporary or permanent total disability; increase from \$4,500 to \$5,000 a year the maximum amount to be used in calculating the average rate of earning of an injured seaman; and increase from \$200 to \$300 the maximum amount payable as burial expenses for a seaman who dies from an injury.

C. A. L. Murchison Returns To UIC for 3-Month Term

The appointment of C. A. L. Murchison to a three-month term as Commissioner of the Unemployment Insurance Commission representing employers was announced on March 1. Mr. Murchison, who retired last October, temporarily resumed his former responsibilities effective February 19.

Consultation will continue with employer organizations with respect to a permanent appointment.

Mr. Murchison's experience with the Commission will enable him to make a contribution to the current review of the administration and procedures of the Unemployment Insurance Commission that is being undertaken as a consequence of the coming transfer of the National Employment Service to the Department of Labour.

Work Accident Suffered by 1 in 13 In Public Service in 1963-64

Out of a total of 228,000 persons employed in the public service and covered by the Government Employees Compensation Act in 1963-64, about 1 in 13 had an accident of some kind, and 1 in 33 had an accident causing loss of time.

The 12th annual report of the Accident Prevention and Compensation Branch of the Department of Labour, which administers the Act, shows that the number of injuries at work during the fiscal year totalled 17,965, a decrease of 117 from 1962-63. Of these, 10,735 were minor injuries, 2,806 were compensation cases, 4,004 injury leave cases, 19 caused permanent disability, and 25 were fatal. Disallowed claims numbered 376.

The total cost of all compensation benefits paid from the Consolidated Revenue Fund was \$2,589,056, a decrease of 2.6 per cent from the previous year.

About a third of this total was paid for hospital and medical costs, and the remainder was compensation for loss of income on account of injured or deceased employees.

The total number of actual days lost (excluding waiting periods) was 138,406. This is equal to the year-round employment of about 530 employees.

More Canadians Receiving Old Age Assistance, Disabled Allowance

The number of persons in Canada receiving old age assistance, and of those receiving a disabled persons allowance both increased in the fourth quarter of 1964, the Department of National Health and Welfare reported last month. The number receiving blind persons allowances decreased.

Old Age Assistance—The number of persons in Canada receiving assistance under the Old Age Assistance Act increased from 106,830 at September 30 to 107,174 at December 31, 1964.

The federal Government's contributions under the federal-provincial scheme totalled \$11,283,316.67 for the quarter, compared with \$11,293,191.13 in the preceding quarter.

At December 31, 1964, the average monthly assistance in the provinces and excluding the territories ranged from \$67.21 to \$72.59.

Disabled Persons Allowances—The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 52,640 at September 30 to 52,849 at December 31, 1964.

The federal Government's contributions under the federal-provincial scheme totalled \$5,854,128.64 for the quarter, compared with \$5,834,345.81 in the preceding quarter.

At December 31, 1964, the average monthly allowance in the provinces and excluding the territories ranged from \$73.29 to \$74.61.

Blind Persons Allowances—The number of persons in Canada receiving allowances under the Blind Persons Act decreased from 8,637 at September 30 to 8,631 at December 31,

The federal Government's contributions under the federal-provincial scheme totalled \$1,410,148.55 for the quarter, compared with \$1,407,939.94 in the preceding quarter.

At December 31, 1964, the average monthly allowance in the provinces and excluding the territories ranged from \$67.65 to \$73.90.

Canada Offers Courses to Unionists In 63 Countries Receiving Aid

This year Canada is offering two courses for trade unionists from countries that are receiving Canadian aid, the External Aid Office has announced. The offer includes transportation to and from Canada, a living allowance, books, tuition and a clothing allowance.

Will Last Four Months

The courses will be identical in content, but will be divided into two sections—one for English-speaking, and one for French-speaking students. They will last for about four months.

The courses are intended for candidates who have the requisite educational standing, have had two or more years of experience in trade union work, and are practicing trade unionists.

The program will include a three-week "orientation" period at Canadian Labour Congress headquarters in Ottawa, with visits to Government departments and national organizations, and introductory lectures, followed by an eight-week course at the Labour College of Canada in Montreal.

After the course at the Labour College, the students will be divided into groups and will travel to various parts of Canada to gain a practical insight into trade union affairs in this country by attending trade union meetings and functions, collective bargaining sessions, and conciliation and arbitration hearings. The course will end with a special two-week seminar in Ottawa to help the students to fit their Canadian experience to conditions in their own countries.

The offer of the English course will apply to 42 countries, and that of the French one to 21 countries.

Current Reports Now Available On Progress of Labour Bills

The first issue in the 1965 series of current reports on labour bills and other bills of general labour interest is now available. Prepared by the Department's Legislation Branch, the reports cover the provisions of each such bill introduced in Parliament and the provincial Legislatures at the 1965 sessions, and will follow its progress to the point where it receives Royal Assent or is dropped.

At the close of the sessions the major developments of the year will be reported in the Labour Law section of the *LABOUR GAZETTE*.

The first report contains a review of the Canada Labour (Standards) Code as passed by the House of Commons on February 22. Other bills reviewed include a new Mining Act in Quebec, an amendment to the Saskatchewan Workmen's Compensation (Accident Fund) Act, 1955, and amendments to three Ontario safety statutes—The Trench Excavators' Act, the Construction Safety Act, 1961-62, and the Elevators and Lifts Act.

Single copies of these mimeographed reports are available from the Legislation Branch.

Use Vocational Training Agreement To Salvage Indian Enterprise

A little more than two years ago a group of Indians at Cape Croker embarked on a plan to establish a semi-rustic furniture factory on the Reserve, hoping by this means to reduce their reliance on relief. But so far little progress has been made. Lack of business knowledge has been a stumbling block.

Early in 1964, the Indians asked the Indian-Eskimo Association of Canada for help in getting the scheme into operation. As a result, the Indian Affairs Branch of the Department of Citizenship and Immigration has granted the Indian band council a loan of \$10,000 for the purchase of machines and tools, and has arranged for a training program.

The training is to be conducted under Program 5 of the Technical and Vocational Training Agreement between the federal Government and the provinces, and will be administered by the Ontario Department of Education in co-operation with the federal Department of Labour. Between 20 and 30 Indians will be taught the skills required for making the furniture, and the course will include training in business management, marketing, etc. The training will last about 10 months.

Woman Unionist Appointed to Staff Of B.C. Department of Labour

The appointment of Mrs. Christine Waddell to the staff of the British Columbia Department of Labour was announced last month by the Minister, Hon. L. R. Peterson. The appointment of a woman to the Department's staff, he said, had been considered for some time, and had been decided upon in order to help in bringing about a wider understanding of the contribution of women in the labour force, to promote working conditions conducive to human well-being, to assist women in understanding labour laws and regulations, and to help them if they considered that they were not being justly dealt with in accordance with the various laws administered by the Department.

Mrs. Waddell, business agent of Local 28, Hotel and Restaurant Employees' and Bartenders' International Union for the past 12 years, has been a member of the Advisory Committee to the British Columbia Department of Education.

The Minister said it was realized that a Women's Bureau existed in the federal Department of Labour in Ottawa to promote the welfare of women in employment, and that a good deal of research was being done in this connection. It was not the intention of his Government to duplicate this work, but rather to enlarge such services, Mr. Peterson said.

Within the past 18 months, Ontario and Saskatchewan have established Women's Bureaus.

Ontario Department of Labour To Be Reorganized and Expanded

Reorganization and expansion of the Ontario Department of Labour were announced earlier this year by the Minister, Hon. R. L. Rowntree. The announcement included plans for new programs and improved services throughout the Department.

Significant changes in policy and activities will be made in the main divisions of departmental responsibility: industrial training, safety, and labour standards. In addition, Mr. Rowntree said, there will be reorganization and expansion in the supporting fields of research and general departmental administration.

The Department's staff will be increased by 175 and its budget by \$1,500,000. The program will provide for: new on-the-job training schemes designed to meet industry's present and anticipated needs for skilled workers, establishment of a new Industrial Safety Branch on the foundation of the existing Factory Inspection and Engineering

Services Branch, "streamlining" of the administration of minimum wage and labour standards programs, and a 40-per-cent increase in inspection staff.

The on-the-job training program involves the establishment of a new Industrial Training Branch, which will absorb the Apprenticeship Branch. In addition to the 90 members of the latter branch, there will be 43 new recruits, most of whom will be training specialists.

The new branch will devise and put into practice a training program to help industry to train on the job the skilled persons it requires. Short-term programs of this kind will be provided for the first time.

Apprentice training programs will be offered in trades where there are now no formal training schemes, and present long-term apprenticeship plans will be modernized.

A new Research Branch with a staff of 22 will guide the training program in co-operation with other agencies. The new research branch will also undertake studies connected with labour relations, labour standards, and industrial and construction safety.

The new industrial safety branch will have an inspection staff of 77 officers, compared with the former 53, who will be stationed in various parts of the province. There will also be a 40-per-cent increase in the inspection staff looking after the enforcement of minimum wage and labour standards, and the administration of these programs will be improved.

Named First Full-Time Principal Of Labour College of Canada

Dr. Fernand Martin, a professor of economics at the University of Montreal, has been appointed the first full-time principal of the Labour College of Canada.

Born in St. Hyacinthe, Dr. Martin studied at the Academie de Quebec and at Laval University before taking economics at McGill University and at the London School of Economics. He lectured in English for three years at the Universities of Manitoba and Saskatchewan, and became an assistant professor at the University of Montreal.

Last summer, Dr. Martin taught three classes in economics—two in English and one in French—at the Labour College.

The Labour College was incorporated in 1963 through the co-operation of McGill University, the University of Montreal, the Canadian Labour Congress and the Confederation of National Trade Unions. Last year, it was attended by 112 students, including 19 foreign students from English-speaking countries. This year, French-speaking foreign students are to be invited for the first time.

In Parliament Last Month

(page numbers refer to Hansard)

Information that arrangements had been completed for the transfer of the National Employment Service from the Unemployment Insurance Commission to the Department of Labour was given to the House in a statement on March 31 by the Minister of Labour (p.12987). In the statement, the Minister outlined the principles being followed in making the change, which would mean, he said, that most essential elements of manpower policy at the federal level would be under the Minister of Labour.

Earlier in the month, on March 8, the Minister told the House that the total headquarters staff of the NES that would be transferred to the Department of Labour on April 1 would number 140, of whom 77 were employment staff and 63 were support staff (p.12084).

On February 22, Bill C-126 respecting hours of work, minimum wages, etc., (p.11384), passed third reading (p.11581). Consideration in committee had begun again on February 16 (p.11384) after adjournment from October 19.

On March 29, Bill C-136, to establish the Canada Pension Plan, was given third reading and passed in a division in which 159 members voted for the measure and 12 against (p.12928). The Bill had been introduced and given first reading on November 9 and second reading on November 18, after which it was referred to a joint committee of the Senate and the House of Commons (L.G., Dec. 1964, p.1054).

On February 17, the Prime Minister announced that the Government proposed to introduce an amendment to the Bill that would provide, beginning in January 1966, that the full pension would be paid to persons who had reached the age of 69; in 1967, to persons who reached 68; and so on until by 1970 the full pension would be paid to anyone reaching 65 (p.11401).

On February 19, the Minister of National Health and Welfare moved a resolution preliminary to the introduction of the amendment (p.11511).

The House began to consider the Bill in committee on February 22 (p.11581). The debate in committee lasted intermittently through 13 sittings.

On March 23, the Minister of Labour announced that the Government had decided to extend to April 15 the period for completion of houses under the winter house building incentive program (p.12679).

On March 2, the Minister of Labour tabled in the House the English copies of the report of the Board of Trustees of the Maritime Transportation Unions (p.11873).

Collective Agreement Provisions in Major Manufacturing Establishments

Bulletin No. 5 in Labour Management Research series of the Economic and Research Branch surveys collective agreements covering non-office work force of 361 manufacturing plants

Collective agreements covering the non-office work force in 361 establishments in 17 groups of manufacturing industries are surveyed in Bulletin No. 5 in the Department's Labour Management Research series. Prepared by the Economics and Research Branch, the bulletin is entitled, *Collective Agreement Provisions in Major Manufacturing Establishments*.

300 Employees

The review is based on agreements in force on January 1, 1962; but more than a third of them were due to remain in effect until 1963 or later. The establishments covered were those with 300 or more non-office employees under agreement.

A number of the establishments had more than one collective agreement for non-office employees but only those contracts that applied to 300 or more employees were included in the survey.

The analysis includes agreements covering a total of 274,660 non-office employees, or approximately one half of all non-office employees under agreement in Canadian manufacturing establishments having 15 or more workers.

"Examination of collective agreements," the bulletin remarks, "brings out the ways in which labour and management deal with some of the problems of mutual concern. Furthermore, collective agreements not only lay down the terms of employment of the workers to whom they apply, but may influence the working conditions of other workers as well. In this sense, collective agreements in one segment of industry may have an impact reaching out to other sectors of the industrial community."

Wide Range

The bulletin reviews a wide range of provisions negotiated in major manufacturing establishments: union security, seniority, hours of work, premium pay for time worked,

pay for time not worked, pay guarantees, grievances and arbitration, and special provisions for women and older or handicapped workers.

Provisions concerning medical benefits, pensions and similar welfare arrangements were omitted from the survey because they are usually set out in documents separate from the collective agreement.

Ten Tables

The information on the various contract provisions is presented in ten tables. Each of the first nine tables covers a broad subject matter area, e.g., Table 1—Union Security deals with maintenance of membership, check-off and preferential hiring provisions. The tenth table contains data on a variety of provisions that could not be readily grouped under a specific heading.

The report was prepared in the Labour Management Division of the Economics and Research Branch under the direction of the Division's chief, Dr. R. M. Adams. The study was planned and carried out by F. L. Quinet under the supervision of Merrick Spalding and with the assistance of the Collective Bargaining Section.

Collective Agreement Provisions in Major Manufacturing Establishments is available from the Queen's Printer, Ottawa, at a price of 35 cents (Catalogue No. L2-25/5).

Other titles in the Labour Management Research series are:

Bulletin No. 1—*Provisions for Income Security in Canadian Manufacturing Industries* (L2-22/1).

Bulletin No. 2—*Shiftwork and Shift Differentials in Canadian Manufacturing Industries* (L2-22/2).

Bulletin No. 3—*Sickness and Accident Provisions in Canadian Industry* (L2-22/3).

Bulletin No. 4—*Vacations with Pay, 1951-61: An Examination of Vacation Practices in Canadian Industries* (L2-22/4).

Changes in Occupational Composition of Canadian Labour Force, 1931-1961

Department's Occasional Paper No. 2 is analysis of changes in occupational composition—percentage distribution of the labour force among occupations—over latest three decades

The Department's Occasional Paper No. 2 is an analysis of the changes that occurred in the occupational composition of the Canadian labour force between 1931 and 1961. It is titled, *Changes in the Occupational Composition of the Canadian Labour Force, 1931-1961*, and is by Noah M. Meltz of the Economics and Research Branch.

The term, "occupational composition," as used here, is defined as the percentage of the total labour force that, during the period of the survey, was to be found in each of the various occupations dealt with. These occupations are divided for the purpose of the survey into 12 main groups.

Main Sources of Data

The main sources of the data used are the decennial population censuses conducted in June of the years 1931, 1941, 1951 and 1961. Much of the data was prepared especially for this study, and many of the occupation series are presented for the first time on a consistent classification basis.

The work is divided into seven chapters, the first two of which describe the framework of the analysis in theoretical terms and in the form that was used in the research. Chapter 3 describes the occupation and industry groups dealt with in the study. Chapter 4 traces the general economic developments that occurred in Canada during

the period 1931-1961. Chapter 5 analyses the shifts in the demand for, and supply of labour in each occupation.

Professional Persons

Chapter 6 deals with the impact of the rise in the general level of education of persons in the labour force on the supply of professional persons. It also examines the impact of the increase in the number of females in the labour force on the supply of workers in clerical and service occupations.

The seventh chapter goes into the effect on occupational composition of changes in industrial distribution of total output, and of changes in productivity and occupational structure in each industry. Chapter 8 gives a summary of the findings of the survey, and deals with its usefulness in manpower forecasting. It also points out where further research is needed.

The series of occasional papers contains the results of special technical or semi-technical studies undertaken from time to time in the course of research carried out by the Economics and Research Branch, the complete results of which are not included in the Branch's regular series of reports. The authors of these occasional papers assume responsibility for the statements made and opinions expressed; these should not be interpreted as official thinking or policy of the Department of Labour.

Occasional Papers

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The authors of these occasional papers explore many aspects of their research findings and assume responsibility for the statements made and opinions expressed; these should not be interpreted as official thinking or policy of the Department.

2nd Annual Report of Board of Trustees of the Maritime Transportation Unions

Deals with difficulties in finding suitable replacements for SIU officers, especially Hal Banks; tells of SIU elections arrangement to end harassment of Canadian ships in U.S. ports

The difficulties encountered in finding suitable persons to replace existing officers of the Seafarers' International Union of Canada—particularly to replace Hal Banks as president—and the steps taken to do so are among the subjects dealt with in the second annual report of the board of Trustees of the Maritime Transportation Unions, covering the calendar year 1964. The report was tabled in the House of Commons on March 2.

Later in the month, one of the trustees, Charles Millard, issued a "supplementary" report.

On March 10 last year the Board submitted its first annual report, covering the period from its appointment on October 23 to the end of 1963. In that report the Board stated certain guiding principles that should shape their policies and administration. In the second report it repeated two of them:

1. The trustees would interfere "... as little as possible with the affairs of the union, consistent with carrying out the duties of the trustees under the Act";

2. The trustees decided that, "... while they would scrutinize the past, they would devote their main attention to the present and future of the unions and their important role in the industry."

Other matters touched on in the second report include: the negotiations between the trustees and Paul Hall, president of the SIU of North America, by which the trustees succeeded in getting Mr. Hall to call off his union's campaign of harassment on the Great Lakes; the holding of elections within the SIU of Canada; the arrangements made for winding up the Canadian Seafarers' Vacation Pay Plan; and the disappearance of the "Do Not Ship" List.

Replacement of Officers

Regarding the replacement of SIU of Canada officers, the report says, "The trustees realized that, before replacing any officer they had to think of the effect the appointment would have on the attainment of their long-run objective, bearing in mind that the trusteeship must sometime be brought to an end. . . .

"It follows that the end result of whatever the trustees do must be something the members will support and continue in effect. If not, the moment the trusteeship ends, those

members will turn to something else, and perhaps go back to what they had before. . . ."

Believing that it would be difficult to find people outside the union who would be suitable as replacements for existing officers, the trustees came to the conclusion that "the only source of satisfactory replacement material, if needed, was the existing membership of the SIU of Canada." With this in mind, they started looking for such material in that union immediately after their appointment and have continued to do so.

"The trustees questioned sailors, employers, other trade unionists; and in fact everyone they could think of as likely to have useful information as to which, if any, members of the SIU of Canada would make suitable replacement officers. Very little information was given to them. . . ." and what they did get was contradictory.

In considering the removal of Hal Banks from his post as head of the SIU of Canada, the trustees decided that it would not be wise to "remove any officer of any union unless they had a suitable person to put in his place," the report said. "Ideally, the man to replace Mr. Banks, should he be removed, would have been a capable trade unionist with experience in the maritime industry who had not been involved in the dispute. An endeavour was made to find such a man, among other places, in Great Britain."

Early in February, Charles Millard, the only member of the Board of Trustees who had formerly been a trade union leader, offered to take on the task of directing the affairs of the SIU of Canada, if no other suitable person could be found. But he made two conditions.

The first was that the Chairman and Judge Lippé should first go to Great Britain and Sweden and see if a trade union leader of stature and experience could be found there to take on the role of director of the union. It was felt that such a candidate would have the advantage of being completely divorced from the events that led up to the trusteeship.

The second condition was that final effort be made to get the international trade union movement to act. The Chairman and Judge Lippé went to Great Britain and Sweden, but were not able to find a suitable replacement for Mr. Banks. . . .

On February 19, 1964, the trustees decided the interests of the union and the carrying out of their task required the removal of Mr. Banks, and it was agreed that if the international trade union movement had not acted or indicated that it intended to act by March 15 they would act themselves. It was felt that the removal should take place before the opening of the shipping season on the reasoning that it was preferable that any consequent work stoppage take place while the vessels were tied up in their home ports.

Meanwhile, they tried to get suitable men from the National Employment Service to place in the union's hiring halls as their representatives before the opening of the shipping season. With the help of the NES, they succeeded in doing this in time to place the men in the hiring halls on March 16. The removal and replacement of Mr. Banks was deferred from March 15 to March 18, "to allow the placement of the trustee representatives in the various halls prior to the dismissal."

It was thought, however, that it might be difficult for Mr. Millard to combine his duties as trustee with those of president of the SIU; and it was decided that it would serve the trustees' purpose if he were to direct the affairs of the union from the SIU office without taking the office of president, provided that the actual incumbent of that position was willing to act under this direction.

If the office were left vacant, Mr. McLaughlin, under the terms of the SIU constitution, would automatically take over the presidency. From their experience with Mr. McLaughlin, the trustees thought he would act pursuant to direction, but they could not know in advance what his reaction would be to the removal of his former chief, Mr. Banks. Some other device, therefore, had to be found, at least until it was seen what developed.

Early in January, Mr. Charles Turner, who was a member of the Brotherhood of Railway Clerks, was made available to the trustees through the help and co-operation of Mr. Frank Hall of that union. In February, Mr. Turner agreed to accept, formally, the office of president of the SIU of Canada until some other arrangement became possible, it being understood that he would act under the direction of Mr. Millard, who would be in effective control. It should be understood that this appointment of Mr. Turner was a formal device designed to meet the constitutional problem of the moment. The trustees' reliance was placed on the position of Mr. Millard. It may be that their adoption of this device . . . was unnecessary, since Mr. McLaughlin did accept direction from Mr. Millard. In fact he was quite helpful in quieting some of the disturbances which arose. . . .

Removal of Hal Banks

Having learned that the trade union leaders in the United States were not going to act, the trustees went ahead with their own plans, and on March 18, 1964, removed Mr. Banks, appointed Mr. Turner as President, and announced that Mr. Millard would move into an office in the SIU building in Montreal, and the union would be administered under his direct supervision.

In early December 1964, after the Board of Trustees had received confirmation of the results of the SIU of Canada election, Mr. Turner was removed from his position as president of the SIU of Canada, and Mr. McLaughlin became president. At the same time, Mr. Millard's special relationship with the SIU of Canada was terminated, and an officer of the Board of Trustees' staff was appointed to maintain liaison between the Board of Trustees and the SIU of Canada.

Arrangement with Parent SIU

The trustees gave a good deal of thought to establishing a connection with the SIU of North America, the parent union of the SIU of Canada. On the day after the dismissal of Mr. Banks, Paul Hall, president of the SIU of North America, came to Montreal and met with a representative of the trustees. It was arranged that Mr. Millard, accompanied by Mr. Turner, should see Mr. Hall the next day.

After several meetings had taken place, "it became apparent that Mr. Hall was prepared to accept the dismissal of Mr. Banks as a *fait accompli*," and that he was concerned about making arrangement that would allow the SIU of Canada to continue to be an integral part of the parent union.

It was proposed that if there were no harassment of Canadian ships on the Great Lakes, Mr. Turner should be removed from his position as president of the SIU of Canada, and that Mr. McLaughlin should be allowed, in accordance with the union's constitution, to become president. But it was made plain that he would be allowed to remain as president only as long as he co-operated with Mr. Millard.

"Mr. Hall, on his part, expressed himself as principally interested in seeing that the SIU of Canada was not broken up, and Mr. Millard assured him that the trustee did not intend the destruction of the union." In announcing Mr. Banks' removal, they had said that it "should not be interpreted as a move against the union. On the contrary, it was made in the interests of the union and its rank and file membership."

The part of the report that deals with these circumstances ends:

The arrangement resulted in a desirable liaison between the SIU of North America and the trustees that has operated to the benefit of the Canadian membership. Harassment did not occur during the 1964 shipping season.

Elections

Commenting on the SIU of Canada elections, which were held from September 15 to November 15, 1964, the report says the trustees believed that "an election pursuant to the constitution would be a desirable exercise

in democracy." They "also felt it important to demonstrate to the members that no sanctions would be improperly imposed upon those who opposed the incumbent officers either during the election or in the months to follow.

"The tabulation of the vote in the election indicates that this exercise in democracy met with a response from the members to the extent that a significantly high proportion of the members voted against the incumbent officers. The trustees view the election as one step in a gradual development of democratic awareness among the members."

Vacation Pay Fund

In a statement on the SIU of Canada vacation pay plan, the report says that an examination of the fund by the fund auditors, "under the supervision of the trustees' accounting advisors," showed an excess of liabilities over assets of \$4,965. This deficit, the trustees said, was the result, partly of posting errors, and partly of overpayments to seamen who had been paid according to the work period shown in their discharge books.

The overpayments arose when seamen who should have been paid only out of the actual contributions of their respective employers to the fund were paid out of the general fund. Thus, when the employer paid vacation pay directly to the seamen instead of into the vacation plan, and if the seaman then collected from the vacation plan pursuant to his discharge book, that seaman was overpaid. "The result was a corresponding shortage in the vacation plan trust fund."

In order to wind up the fund, the trustees suggested: that the vacation pay plan trustees should be appointed in a regular manner according to the agreement creating the fund; that the SIU should transfer a sum to the

vacation pay plan to make up the shortage; that the plan trustees should try to pay all outstanding claims against the fund; and that after satisfying all claims, the plan trustees should assign all accounts receivable to the SIU of Canada for the union to collect, if it thought fit to do so, and transfer the balance in the trust fund to the union in return for a blanket indemnity from the union "to protect the vacation plan trustees."

"Do Not Ship" List

"One of the first problems considered by the trustees after their appointment was the existence and operation of the so-called 'Do-Not-Ship' list," the report said. "Upon inquiry immediately after their appointment the trustees were informed that Mr. Banks . . . had ordered the destruction of all copies of the list."

In September 1964, they learned that an old copy of the list in the union hall in Fort William had escaped destruction at the time this order was given, but that it had been destroyed in March 1964.

"The trustees through their representatives took steps to ensure that the 'Do Not Ship' list was not employed in the union during 1964. So far as the trustees are aware from the reports of their representatives in the SIU hiring halls, there was not a single incident during the recent shipping season in which a member of the union was deprived of his rights to a job as a result of the operation of the . . . list."

In an appendix to the report, the trustees state that they were told that the D.N.S. list was destroyed by order of Mr. Banks when the matter of the list had been exposed during the Norris Commission hearings; and that although it might still be in existence "in someone's basement," they had been unable to find it.

SUPPLEMENTARY REPORT OF C. H. MILLARD

In his supplementary report, which was not tabled in the Commons, Charles Millard explained that he believed he had to report separately from his colleagues on the Board of Trustees because their report "lacks emphasis in areas that are more important than others" and because it "does not project any positive plan or offer any alternative to continuing government trusteeship. . . .

"To my mind, my colleagues' report does not sufficiently emphasize the improved state of industrial relations or other real accomplishments of the last year," he said in his report.

When the trustees were appointed, Mr. Millard said, he understood they had two main tasks: To end jurisdictional warfare between unions on the Great Lakes and harassment of certain Canadian ships by certain unions in the United States, and to develop internal democracy in those unions that were said to lack such democracy. In progress toward accomplishing these objects, "the results show clear success," he contended.

We have not only seen the inter-union conflict ended, but Canada has experienced the greatest Lake shipping season on record. It has been accomplished without harassment, without jurisdiction warfare, without stoppages, and

has produced a healthier climate of international understanding. . . .

We have also seen solutions to jurisdictional disputes between unions outside and inside the Canadian Labour Congress by voluntary action. In the past, these same disputes would have led to conflict and disruption.

As evidence of progress toward the aim of developing more democratic methods of running the union, Mr. Millard cited the holding of "a fully supervised" election of SIU officers, and the ratification of "an advanced collective agreement . . . by a referendum vote of as many working members as possible, rather than rubber-stamped by any small headquarters group."

Among other developments on which too little emphasis had been placed "elsewhere," Mr. Millard mentioned:

1. Negotiation of the key collective agreement covering the most numerically important group of seamen under trusteeship.

2. The interjection of legislative proposals for a government take-over of all maritime union hiring halls.

3. The Trustee-authorized survey by the Religion-Labour Council of Canada to secure the seamen's own reactions toward their unions and to changes advocated by outside sources.

4. The voluntary separation by the SIU of Canada of licensed and unlicensed personnel into two autonomous unions.

The Four Developments

In his report, he enlarged on these four developments.

Commenting on the new collective agreement, Mr. Millard recalled that in the past bargaining was conducted "in a whipsaw manner and in an atmosphere of continuous tension." The new agreement removes the necessity for whipsaw manoeuvring and counter-action in striving for collective agreement. . . .

"It provides for industry-wide vested pension arrangements which will encourage seamen to make their work a full-time career, and lays the groundwork for greater recognition of industry-wide seniority as a basis for preferred employment.

"Most important of all, the new contract provides for built-in union-management committees that can deal promptly with problems as they arise. This minimizes the possibility of collective bargaining relationships degenerating into a state of continual crisis. It also permits discussion of future problems before they become critical. . . ."

The question of hiring halls is one of the "most sensitive in industrial relations," especially in the maritime shipping industry, where people live together while working, said Mr. Millard. He was unable to understand the silence of his colleagues on the proposal that government take over maritime union hiring halls. He considered that "an

arbitrary move to do this at the very time when labour and management had already assumed the responsibility and were laying the groundwork for an improved hiring policy, was unfortunate and indeed harmful."

Another matter not mentioned in the majority report was "the very important survey [the trustees] authorized to determine the exact nature of the problem we were studying as seen through the eyes of the seamen themselves," Mr. Millard said.

He praised the work of the Religion-Labour Council of Canada in carrying out a survey of the views and feelings of individual members of the maritime unions about their unions and about the changes advocated by persons outside the unions.

The "voluntary action" of the SIU of Canada in separating its licensed and unlicensed personnel into autonomous unions was described by Mr. Millard as "an important contribution toward eliminating areas of union conflict within the industry." Yet this had not been mentioned in his colleagues' report, he said.

Mr. Millard, in winding up his report, expressed his regret that "my colleagues do not seem prepared now to recommend the obvious step of facilitating transfer of the maritime unions from supervision by a government trusteeship to co-operation under some form of union trusteeship." He argued that the achievements of the present trusteeship should not be used as a reason for continuing it in its present form.

The legislation setting up the trusteeship provides every encouragement for the ending of Government trusteeship before the final expiry date contained in the Act. "The Chairman has himself resigned, indicating clearly that, in his mind, the urgency is no longer present," wrote Mr. Millard.

"The machinery needed to end a crisis is not necessarily the best machinery for building democracy and developing union responsibility. It is not possible to develop a full measure of responsibility under continuing authority," Mr. Millard said. "Since we 'learn by doing', it is equally obvious that democracy cannot be built undemocratically."

* * *

The Executive Council of the Canadian Labour Congress last month approved a statement outlining the position of the CLC with regard to the trustees of the Maritime Transportation Unions. The statement read:

"The Executive Council has studied communications from two of the maritime trustees on the subject of the trusteeship and has concluded that this is a matter for the

trustees themselves to resolve. The Council has no intention of entering into the apparent controversy among the trustees.

"As for the continuance of the trusteeship, it is noted that a long-time associate of the members of the Executive Council has recently been appointed, on our recommendation, to fill the vacancy on the trusteeship,

and it is the opinion of the Council that he will be able to reflect the views of the Canadian Labour Congress within the trusteeship.

"It is the hope of the Congress that on, or perhaps before the expiry of the three-year term established by the trusteeship legislation, conditions will be such that the trusteeship will be terminated."

Annual Labour Briefs to Government

Canadian Labour Congress and National Legislative Committee of International Railway Brotherhoods submit memoranda on successive days. Presentation of CNTU brief to come later

The Canadian Labour Congress and the National Legislative Committee of the International Railway Brotherhoods made their annual presentation of memoranda to the federal Government on March 10 and 11. Presentation of a brief by the Confederation of National Trade Unions was scheduled to be made on March 11 also but has been postponed to a later date.

At the presentation of the CLC brief, which again this year was read by Claude Jodoin, Congress president, the attendance was said to be the largest ever. The delegation from the CLC and affiliated unions more than filled the Railway Committee Room of the Parliament Buildings.

Prime Minister Pearson and 16 of his Ministers were present for the CLC submission.

At the presentation of the Railway Brotherhoods' brief, Hon. J. W. Pickersgill, Minister of Transport, headed the Government's representation, as the Prime Minister was unable

to leave another meeting. Six other Ministers accompanied him.

Chief emphasis in the CLC brief was placed on economic matters. In its brief, the Railway Brotherhoods' Legislative Committee stressed its concern for railway employees who lose their jobs as a result of abandonment of branch lines.

In his reply to the CLC memorandum, the Prime Minister assured the labour delegation that his Government did not underestimate the importance of maintaining economic expansion in Canada.

The Minister of Transport said, in reply to the railway unionists' submission, that it seemed to him that the problem resulting from branch line abandonment was "part of the much larger subject of automation and technological change," and he suggested that perhaps it would be better to deal with it "along the lines of the Labour Standards Bill," which applies not only to railways but also to all other occupations coming under federal jurisdiction.

THE CANADIAN LABOUR CONGRESS MEMORANDUM

The Canadian Labour Congress in its brief urged the Government to follow expansionary economic policies, with "due regard to maintaining reasonable price stability," and to give particular attention to a reduction in personal income tax to strengthen consumer demand.

"We also call for the repeal of the sales tax on building materials and machinery, which, now that the last stage of increment has passed, is likely to inhibit economic expansion and employment," the Congress memorandum said.

The section of the brief headed "The Economic Situation" was by far the largest in the 13,000-word document.

Although expressing pleasure that the improvement in Canada's economic performance

noted in the 1964 memorandum had continued, the CLC had some doubts that the Government had taken the necessary steps to sustain the improvement.

"Canada requires a continuing program of economic planning designed to keep aggregate demand growing in balance with productive capacity, and to ensure smooth adjustment to the structural changes that accompany technological development and new commercial policies."

Cautioning the Government not to embark too hastily on programs of fiscal and monetary restraint, saying that it saw "no evidence of long-term inflation in major economic indicators and therefore no justification for belt-tightening measures," the Congress quoted some advice offered by the Economic

Council of Canada and expressed the belief that what it was proposing conformed to the spirit of the Council's recommendations.

The CLC believed that to attempt even a balanced budget at this time, "let alone budget for a surplus," would be premature and could jeopardize the continuation of the current improvement in economic conditions.

But expansionary policies will not be enough in themselves. There are many problems that they cannot act upon directly; one of them is the possibility of growing dislocations in the labour market arising from changing occupational and geographic demand for labour, changes produced by automation and by altered trade and tariff policies.

"Hopelessly Inadequate"

The Congress acknowledged that the Government had made some progress in correcting these dislocations but thought that present manpower programs fell far short of what was required now, "and are hopelessly inadequate in relation to possible future needs."

Manpower policy at the federal level is scattered among a variety of departments and departmental divisions rather than being co-ordinated by a central agency, the CLC protested. And another defect is that "there appears to be no attempt at continuous, nation-wide collection and analysis of information regarding the changing composition of demand for labour."

Without this information, the Congress added, "we fail to see how it is possible to operate a rational system of training and retraining or, indeed, to make intelligent policy on any matters affecting the future of the labour force."

"It is also our opinion that present provisions for financial assistance to the geographic mobility of workers are far from adequate in amount, are constrained by many special conditions, and are designed for infrequent use."

Although activity in the training field is much in evidence, a great deal remains to be done. The Congress cited training of the unemployed as an example: "Training of the adult unemployed reaches only 10 per cent or less of the total unemployed, and drop-outs almost equal new enrolments."

The CLC proposed the immediate co-ordination of manpower programs under a single agency—"which might be called the National Manpower Service"—within the Department of Labour.

The National Employment Service, whose role "has never been properly understood in this country," should be given increases in funds, facilities and professional staff so that it can become the core of the proposed agency. The new Service would be the key

operational agency for implementing manpower policies, and the sole co-ordinating agency of all manpower programs, the CLC suggested.

In the CLC proposal, labour would be represented, along with government, management, agriculture and education, on an advisory board attached to the National Manpower Service.

Gaps in Manpower Policy

The CLC urged in addition the closing of the major gaps in manpower policy: research, training of the unemployed, and geographic mobility of labour. The brief offered suggestions on each.

"One of the first tasks of a new manpower agency should be the collection of nation-wide labour market information, on a continuous basis, accompanied by professional analysis and detailed forecasting of labour market trends.

". . . the federal Government should assume the full cost of living allowances to unemployed trainees and then raise the level of these allowances to at least three-quarters of an average industrial wage in each region.

"In regard to geographic mobility, the Government should pay transportation costs, removal allowances, . . . and, in the case of workers attending a training school away from home, a second residence allowance."

Automation

But then the Congress pointed out that the manpower policy it had just proposed may be made irrelevant by automation and other kinds of technological change. "What shall we do if automation, instead of merely giving rise to a mismatching between the demand for and supply of labour, leads to a continuing decline in the demand for labour at the same time as our population is growing at an unprecedented rate?

"What if automation destroys the labour market itself? We would have to revise our ethics and agree that every person has the right to be fed, clothed, educated, given medical care, and given an opportunity to enjoy life even if he produces nothing."

The CLC said it was not making a prophecy that "this exotic non-work society" was just around the corner but it thought automation ought to provoke planning for the future. "We are disturbed that no agency of government seems to be giving continuous study to the possible long-run effects of technological change on our economy," the CLC said.

It urged a special allocation of funds—"not less than \$1 million a year for the next five years"—for this task.

Automobile Trade Agreement

In its brief this year the CLC included a section on the automobile trade agreement between Canada and the United States. The Congress promised support of the agreement to the extent that it conforms to the spirit of freer trade and "serves the interests of the Canadian people."

But the Congress was concerned about certain features of the plan. The fact that there would be no drop in the price of North American automobiles to Canadian purchasers "does violence to the principles and basic purposes of free trade."

The second defect, in the CLC's view, was the lack of adequate provision for assisting workers who may be displaced from their jobs.

The Congress expressed concern, too, about the announcement that the steel industry intended to raise the price of its products. "We believe that such increases are absolutely unwarranted, either in terms of labour costs, cost of materials or the profits that the industry has earned during the last few years." The Congress declared that the price increases could not be attributed to recent wage adjustments since labour costs per ton of steel had actually gone down in recent years.

Canada Labour (Standards) Code

The new Labour Code, although by no means a perfect instrument, seems at last to meet the CLC's longtime demand for minimum wage, maximum hours of work and other working standards legislation, the memorandum asserted. The real test of the Code's effectiveness, the CLC said, will be its implementation.

The Congress was particularly concerned about the part dealing with hours of work. It hoped that the powers granted to the Minister of Labour under the Act's transitional provisions would not result in prolonged delay in establishing the hours of work standards.

The Congress believed also that the \$1.25 an hour established by the Code "is already too low a minimum."

On another piece of legislation, the Corporations and Labour Unions Returns Act, the Congress commented that after practical experience with the Act it was more than ever convinced that the measure should never have been passed in its present form.

"We believe this legislation should be rescinded. If statistical information is considered necessary, it can be obtained in some other manner."

The Railway Act

Again this year the CLC expressed concern over the railway industry's attempts to abandon some lines and make other changes, and over the effect of these measures on railway workers. It appeared to the Congress that the changes the railways wish to make "are bound to result in the loss of jobs or in dislocation of workers."

The railways' plans for their future development raise problems that go beyond the railways themselves "and must be regarded in the light of the needs of the community and not of the railways alone," the brief said.

Social Legislation

In a section on social legislation the CLC commented on the publication of the first volume of the Report of the Royal Commission on Health Services, and on the introduction of the bill to establish the Canada Pension Plan.

About the Royal Commission Report the CLC said:

We wish to underline the fact that the Royal Commission has unanimously recommended what it describes as a Health Charter for Canadians under which there would be established a public program of health care, comprehensive in scope, universal in coverage and free of economic barriers. We consider this report to be one of the great social documents in the history of our country. . . . We support the Report of the Royal Commission. . . .

On the Canada Pension Plan the Congress recommended that it be accompanied by effective measures to provide a more satisfactory standard of living for those who are already 65 years old or more and are lacking in sufficient private resources to maintain a proper standard of living. "At the very least, we believe that the \$75 a month now payable at 70 should be payable at 65, without a means test, and the amount of benefit increased to \$100."

In the same section of its brief the CLC complained that it was still waiting to see amendments to the Unemployment Insurance Act that it had anticipated after publication of the Report of the Committee of Inquiry into the Unemployment Insurance Act.

International Issues

The Canadian Labour Congress welcomed Canada's initiative and efforts in peace-keeping, and her support of other United Nations activities, but called on the Government to support measures to:

—Enhance and strengthen the prestige and authority of the United Nations and its agencies;

—Create a permanent international police force under U.N. authority and financed by contributions of all member states through the regular U.N. budget;

—Place the existing peace-keeping machinery of the U.N. on a firmer and less provisional basis;

—Put a fully equipped and sizable Canadian military unit at the exclusive disposal of the United Nations and its peace-keeping machinery once the foregoing measures have been taken.

Turning to foreign aid, the CLC called attention to the continued widening of the gap between the living standards of the industrialized and less-developed countries, and said that Canada, one of the richest countries in the world, was not doing enough. "We call on the Government of Canada to spend at least one per cent of our Gross National Product annually for external aid."

Commenting on the "proliferation" of nuclear weapons, the Congress asked the Government to work for:

—A total ban of nuclear tests under a system of effective international control;

—A treaty to establish a non-nuclear club of nations who would undertake not to make, store or use nuclear weapons;

—A treaty that would bring about complete and general disarmament;

—An effective United Nations presence and influence in disarmament negotiations.

"We deplore the continuous refusal of the Government to abandon the nuclear role for Canada's armed services," the CLC said.

In the same section of its brief the Congress urged the Government to join the Organization of American States, to "normalize" relations with the People's Republic of China and vote for its admission to the United Nations, to work for effective measures against the Republic of South Africa as long

as it follows a policy of *apartheid*, to seek the reopening of formal negotiations for a peace treaty with a united Germany, and to work toward peace between Israel and the Arab states, freedom of navigation for all nations in the Suez Canal, and the right of self-determination for all remaining colonial peoples.

The Status of Parliament

In a departure from usual practice, the CLC led off this year's memorandum with a section headed, "The Status of Parliament." In it the Congress asserted that "for the first time in many years we appear before a Government with a real sense of concern about the well-being of our Parliamentary system. . . .

"Since we appeared here last there has been, in our opinion, a considerable depreciation in the status of Parliament among the people of this country."

After pointing out that the work of Parliament was no longer a part-time job, that the occupation of Member of Parliament had in a sense become professionalized; after declaring that it was in favour of those changes in the rules and procedures that would make the House of Commons a more effective agency for the execution of public business; and after expressing the hope that the behaviour of the House would win more respect "than has been the case during the past year," the CLC said:

"We hope, therefore, that you will do your part, together with other elements in the House of Commons, to strengthen Parliament and the procedures under which it operates. The many issues that face us as a country make this imperative."

THE GOVERNMENT'S REPLY

The Prime Minister and the Minister of Labour shared in giving the Government's reply to the CLC memorandum.

The Prime Minister, after assuring the labour delegation that the Government would do its best to deserve the commendations in the brief, referred to the CLC's comments on the status of Parliament. "We share your concern," he said.

A committee of the House of Commons has made some proposals, he went on, and he hoped that it would go much farther than it has been able to go. If the committee is not able to produce some more changes, the Prime Minister said, "then it would be the responsibility of whatever government is in office to take on this job of doing something to make Parliament more effective."

He agreed that expansionary policies were important and was glad that the Congress had said that expansionary policies should be put into effect with due regard to reasonable price stability.

"We do not underestimate the importance of expansion, and I do not think we are likely to allow the other danger . . . to prevent us from doing what we think is necessary to keep our economic expansion going, to put security behind it so it can provide employment for our people," the Prime Minister declared.

The Government was not unaware of the danger of the effect of expansionary measures on price stability, but certainly was not unaware of the other danger, "of expansion levelling off and weakening."

Mr. Pearson said that perhaps the CLC was right in believing that the Government should not attempt even a balanced budget at this time. "But if we cannot secure something in the nature of a balanced budget in a time of expansion, it is going to be awfully difficult to secure that at any other time."

Minister of Labour

Hon. Allan J. MacEachen made more detailed responses to some of the CLC's proposals.

Referring to the CLC's quoting of the report of the Economic Council of Canada to the effect that the elements in the operation of a manpower policy in Canada were scattered in various departments, he said he had not agreed with that statement when he read it in the report, and he did not really agree with it that morning.

With the transfer on April 1 of the National Employment Service to the Department of Labour, "all the key elements in manpower policy will be concentrated within the Department of Labour and will become and will be the exclusive responsibility of the Department of Labour," the Minister said. These elements included: research and analysis, vocational and technical training, winter employment programs, labour mobility, rehabilitation of disadvantaged persons, women's employment problems, and several related activities.

"I believe that with the transfer of the National Employment Service to the Department of Labour, further opportunities for complete co-ordination will be provided, and I can assure you that a major study of the most effective ways and means of integrating the National Employment Service with the other elements of manpower programs in the Department will be undertaken expeditiously so that sound judgments can be made on the question of how the key elements of a co-ordinated manpower program under a single agency can be best developed."

In response to the CLC's reference to the necessity for continuous collection and analysis of information on the demand for labour, the Minister said he believed his Department's Economic and Research Branch was doing "a pretty good job" in continuous analysis. And the Department was currently engaged with the Economic Council of Canada on a detailed project to provide long-run manpower requirements data.

"When the National Employment Service becomes an integral part of the Department of Labour, the Department's research and information work in this area will be strengthened and developed even further."

In answer to the suggestions about training of the unemployed, Mr. MacEachen pointed to the more than 50,000 unemployed persons who were trained last year and reminded the delegation that not all the unemployed are eligible for training. "Even at the height of winter, four fifths of the total unemployed were unemployed for three months or less, which means that many of them were not available to enter unemployed training programs," he said.

He acknowledged that the question of labour mobility was a gap in Canada's manpower program. He reported that the Government was at that time studying the development of a national program to assist greater mobility of unemployed workers throughout Canada, and he hoped to be able to make an appropriate announcement "in due course."

On the CLC proposal that the Economic Council launch a large-scale study of automation and technological change, the Minister said he thought that was a good idea. The Department of Labour was ready to co-operate closely with the Economic Council in any such broad study, he said. He mentioned that since 1956 the Department had undertaken studies on technological change and had issued a variety of reports on the problems of automation.

Canada has subscribed, the Minister then announced, to the recommendations of the Organization for Economic Co-operation and Development for a manpower policy as a means to promote economic growth. "We are undertaking," he said, "in accord with this recommendation, to review our present programs and policies in the light of the recommendation, in consultation with labour and management organizations."

Mr. MacEachen noted the CLC's mention of the Canada Labour Code and pointed out that other important effects will flow from the enactment of the Code.

"We propose to amend the Fair Wage and Hours of Labour Act to reflect the minimum wage rate and the standard hours in federal government contracts for construction and specified service contracts. We have stated that the standards that have been established in the Canada Labour Code will apply to all servants or all employees of the federal Government," the Minister of Labour said.

THE RAILWAY BROTHERHOODS' BRIEF

The National Legislative Committee of the International Railway Brotherhoods, in its brief to the Cabinet, showed that, as in the past, its biggest concern was the plight of railway employees who lose their jobs or are obliged to move owing to the abandonment of branch lines, the closing of railway stations and other organizational changes, or as a result of technological changes.

The Government was represented at the hearing by seven members of the Cabinet, led by Hon. J. W. Pickersgill, Minister of Transport, who acted as deputy for the Prime Minister. Besides Mr. Pickersgill, Hon. Allan J. MacEachen, Minister of Labour, and Hon. E. J. Benson, Minister of National Revenue, replied to the delegation on behalf of the Government.

Compensation for Job Loss

Reiterating its previous requests for amendment of Section 182 of the Railway Act, the Committee said that the amendment it was seeking was intended "to give application to the principle of compensation to railway employees who lose their employment or are required to change their residence as a result of changes beneficial to the railway."

The Committee expressed its "extreme disappointment" that a recommendation of the parliamentary Standing Committee on Railways, Canals and Telegraph Lines that Section 182 should be amended had not been acted upon in Bill C-120. This bill, which was designed to implement certain recommendations of the McPherson Royal Commission on Transportation, was introduced in the House by the Minister of Transport on September 14 of last year.

Bill C-120, the Committee's brief said, did "contemplate the payment of compensation as the Board of Transport Commissioners deems proper for any financial loss caused to them by change of residence necessitated by an abandonment" of the kind described in the bill. But, the Brotherhoods said, the contemplated amendment fell "pitifully short of what is necessary."

Bill C-120 is silent as to the companies' having any responsibility for those who will be severed from employment, despite the fact that the same legislation will create the condition. The legislation offers firm positive financial assistance to the railways in the order of 80 millions of dollars, and indeed sets out in great detail how they will be eligible for such assistance. On the other hand, the employees will be required to plead their cause before the Board of Transport Commissioners.

The contemplated legislation will require railway employees, as taxpayers, to contribute financially to the railways, which means that they will be contributing to fewer employment opportunities for themselves.

Bill C-120, in so far as it referred to the abandonment of uneconomic branch lines, seemed to offer no more than "a postponement of inevitable ruin to the communities that will be adversely affected," the Committee said. It suggested that an inquiry should be made "to determine what the social and economic implications" would be for the communities affected. "We suspect that the cost to Canada may well be in excess of the savings that the Bill is seeking to effect."

Bill C-120 sought to subsidize the railways for losses growing out of the operation of passenger service, the Brotherhoods' brief said. It referred to the CNR's recent efforts to attract passengers by advertising, reduced fares, improvement of schedules, etc., and it went on to say, "We are fearful that the contemplated subsidies may have the effect of creating a situation whereby the railway companies will again back away from true competition for passengers."

Regarding the effect of automation and technological change on employment, the brief recalled that in previous submissions the Committee had suggested "a need for recognition by labour, management and government of their responsibilities in working together to realize the benefits of technological change while protecting the worker from serious adverse effects." It said that the time had come for the Government "to play a more direct role" by enacting legislation to safeguard the workers.

National Transportation Policy

The Committee again urged the creation of a Canadian Transportation Authority to combine and expand the functions of existing regulating bodies and to "carry out a national policy affecting transportation."

Tolls on the St. Lawrence Seaway should be set at a level that would meet current operating costs and enable the financial obligations contemplated in the Seaway Act to be carried out. In this way the Seaway would find its proper place in the general transportation system through competition rather than by way of subsidization.

The brief urged the Government to oppose "any scheme designed to lower present inadequate Seaway tolls or extend the 50-year amortization period predicated in the Seaway Act. To do otherwise would divert from the railways important summertime revenue needed to maintain a modern, efficient all-weather system," it said.

Immigration should be adjusted to take account of the employment situation in Canada. "The problem of unemployment cannot be disassociated from immigration," the

Committee said. It reiterated its opinion that "the administration of the Immigration Act should be placed under the Minister of Labour," since the Department of Labour, "having the fullest knowledge of employment conditions and requirements in Canada, is in the best position to regulate immigration to meet the needs without promoting unemployment."

Amendment of the Industrial Relations and Disputes Investigation Act to provide for reopening of an agreement for negotiation "on all matters of a material change during the currency of an agreement," was suggested by the Committee. It cited with approval previous statements made by the Minister of Labour to the effect that the time had come for a critical examination of the Act in this regard.

Canada Pension Plan

"We take this opportunity to commend your efforts to bring about satisfactory arrangements, with all the provinces, that should provide for an early enactment of a national, contributory, portable pension plan for all Canadians as a matter of right," the brief said. The Committee went on to outline the contents of a brief it had presented to a special joint committee of the Senate and the House of Commons on the subject of Bill C-136 concerning the Canada Pension Plan.

That brief had expressed the fears of railway workers regarding the effect of the plan on their rights under the pension arrangements already in effect with the railway companies. It pointed out that although these private plans had been in effect for upwards

of 30 years and were now a condition of employment, in no case was the pension plan "part of the contractual relationship between the employer and the employee."

The Committee repeated what had been said in the brief about the employees' concern "at the attitude of the Government of washing its hands of responsibility in the matter of private pension plans," and their earnest request that "a provision be added to the Canada Pension Plan Act which would prevent the integration of pension plans on railways under the jurisdiction of the federal Government with the Canada Pension Plan without the approval of the employees participating in such plans."

Other Requests

Concerning various other matters, the Committee asked the Government to:

Enact legislation requiring the railway companies to provide toilet facilities and drinking water for employees in all buildings and rolling stock where these were needed.

Introduce its proposed University Student Scholarship program.

Increase the basic exemption under the estate tax regulations from the present \$60,000 to \$100,000, and increase basic exemptions under the Income Tax Act.

Take steps to increase protection against accidents at level crossings.

Amend the Criminal Code to legalize the holding of lotteries, controlled and operated by governments, the money raised by this means to be devoted to social services.

"Follow a policy that will give labour a voice on government-appointed boards and commissions."

THE GOVERNMENT'S REPLY

The Cabinet was represented by seven Ministers headed by Hon. J. W. Pickersgill, Minister of Transport, who represented the Prime Minister, unable to complete a meeting in time to be present. Mr. Pickersgill was the first to speak of the three Ministers who replied to the submission.

Hon. J. W. Pickersgill

The Minister of Transport referred to the Committee's representations in favour of amendment of Section 182 of the Railway Act. He said that in the bill he had introduced in Parliament, "which was killed the other day," the Government had sought to restore this section of the Act "to what most of us believed it meant before it was interpreted by the Supreme Court." He hoped that the bill was going to be "resurrected" at the next session of Parliament.

The fact that the Government had not accepted the recommendation of the Railway Committee referred to in the brief did not mean that the Government had closed its mind on the matter, Mr. Pickersgill said. But he doubted whether it should be dealt with in the present railway legislation.

It seemed to him to be part of the much larger subject of automation and technological change, which it would be better to deal with "along the lines of the Labour Standards Bill . . . that would apply not only to railways, but to all those occupations that come under federal jurisdiction."

He also raised the question of whether legislation going beyond the present Railway Act in this matter should result in a charge upon the railways—which meant the shippers—or whether it should be made a charge on the community generally. The Govern-

ment had not so far reached a definite conclusion on this.

But he added that, except for world peace, there was no more important problem facing Government at the present time than that of how to reconcile technological change, which must be accepted, with proper protection for employees who were displaced by such changes.

Referring to a misconception regarding the railway bill, Mr. Pickersgill pointed out that the present law permitted abandonments, and that its effect would be to delay rather than to prevent such abandonments. The whole tenor of the new bill, he said, was to take account of the social and economic effects for the localities concerned to a much greater degree than was the case under the present legislation. The new bill would not make the problem more urgent, but it sought to mitigate its effects more than was done under the present law.

The Minister explained that the purpose of the passenger subsidies proposed under the bill was to protect the freight shipper from having to pay a subsidy to passengers.

He said he thought it important to remember that the Government must consider transport as a whole so that the country got the best value for the money spent on it. All forms of transport must be co-ordinated and must be fairly treated.

Regarding the St. Lawrence Seaway tolls, Mr. Pickersgill said that he agreed with the Committee's representations. The original view had been that the Seaway should become self-liquidating, and he had been strongly in favour of the policy of the Government at that time that it should not be subsidized in order to enable it to compete with other forms of transport.

There were two reasons why it should not be subsidized. One was that the Seaway should stand on its own feet, and the other was that it did not serve all parts of the country.

Commenting on the Committee's view that the administration of the Immigration Act should be placed under the Minister of Labour, the speaker remarked that, in his opinion, the Minister of Labour already had his hands full. He agreed, however, on the importance of the closest co-operation between the Departments of Labour and Immigration.

Minister of Labour

In replying to the brief, the Minister of Labour also referred to the problems of automation. He remarked that what had been said

at the conference recently held in Washington under the auspices of the OECD (L.G., Feb., p. 102) led to the conclusion that one could not be very dogmatic about the total effects of automation, but that there was no doubt about its problems for individuals.

Mr. MacEachen drew the Committee's attention to the Manpower Consultative Service's purpose: helping labour and management to come to grips with these problems. He referred to two agreements that had been recently signed through the efforts of the Service: one with the CBC and NABET, and one with 46 towboat companies and four unions in British Columbia (L.G., March, p. 212). These agreements, the Minister said had passed almost unnoticed, but they were important.

He was aware that railway workers had particular problems, and he hoped that Mr. Justice Freedman, who was inquiring into the question of run-throughs, might suggest broad guidelines that would be helpful.

Regarding the suggestion that changes were needed in the Industrial Relations and Disputes Investigation Act to open the way for negotiations during the life of an agreement, Mr. MacEachen remarked that the trouble at Nakina and Wainwright might have been avoided if an avenue to negotiations had been open.

Minister of National Revenue

Hon. E. J. Benson, Minister of National Revenue, touched briefly on several points in the brief. With reference to the suggestion that the basic exemption under the estate tax should be raised from the present \$60,000 to \$100,000, he pointed out that 75 per cent of the revenue from this source went to the provinces. The difficulties of widows had, however, been considered by the Minister of Finance.

Regarding an increase in income tax exemptions, the Minister drew attention to the fact that "if one increases the exemption by \$100, the person in the lowest income group gets only 13.5 dollars whereas the fellow with \$80,000 gets \$80 out of the \$100."

Turning to the Canada Pension Plan, Mr. Benson said that legislation to regulate the relationship between the plan and private pension plans already in existence in industries under federal jurisdiction would be brought forward. The Government believed that the matter of the integration of private pension plans with the Canada Pension Plan must be settled by negotiation between employers and employees, the Minister said.

47th Annual Meeting of the Canadian Construction Association

Apprenticeship committee recommends promotion of compulsory tradesmen's qualifications acts in provinces that lack them.
Speech topic: Quebec decree system and construction industry

Developments in apprenticeship training, and the progress of wintertime construction incentive programs were dealt with in reports to the 47th Annual Meeting of the Canadian Construction Association. The Apprenticeship and Education Committee, the National Joint Committee on Wintertime Construction, and the Labour Relations Committee were among 12 committees that reported to the meeting.

The apprenticeship committee recommended the promotion of compulsory tradesmen's qualifications acts in the provinces where they were not already in existence. The committee's report said that the federal Government had agreed to undertake a functional analysis of the construction industry.

A special committee that included top superintendents of member firms, members of the CCA staff, and G. L. Bratt of the Department of Labour, Ottawa, was working on the curriculum of a supervisory course. The report said it was hoped that the curriculum would be ready for use in those provinces that wanted it by the fall of 1965.

The wintertime construction committee reported some of the suggestions that had come out of its fall meeting. These suggestions included a recommendation that the winter-built housing bonus plan should be extended to "town houses" and terrace housing next winter.

It was also recommended that the qualifying period under the municipal winter works incentive program should be restricted to six months in order to stimulate more construction under wintertime conditions.

The labour relations committee said in its report that the Association's efforts to foster research in human relations in the construction industry had been hampered by shortage of funds. Contrary to the prospect of a year earlier, the Association had been unable to arrange for the publication of Part II of Research Project No. 1, entitled "Aspects of Economic Hours of Work in the Canadian Construction Industry," by Prof. D. C. Aird. On the other hand, a study in construction labour-management relations, in which the CCA had co-operated with the Dalhousie Institute of Public Affairs, would, it was hoped, be finished soon.

The committee referred to meetings between senior Canadian construction trade union leaders and one of its subcommittees, which had been held periodically for several years, and at which problems of mutual interest had been informally discussed.

It also mentioned a joint union-management panel discussion on jurisdictional disputes, which had been held at the National Construction Labour Relations Conference in Ottawa on November 23 to 25.

"The trend to mutual respect for, and confidence in the *bona fides* of one another is thus bearing fruit and augers well for sounder and more responsible attitudes toward labour-management problems in the future—certainly on the national level," the committee said.

Rev. Gérard Hébert, S.J., Montreal, gave an address on "Application of the Quebec Decree System to the Construction Industry," in which he outlined the decree system and described some of its advantages and disadvantages.

Neville R. Williams, Maple Leaf Construction Ltd., Winnipeg, was elected president of the Association in succession to Donald H. Jupp, Toronto.

President's Address

In his presidential address, Donald H. Jupp spoke of "the growing degree of trust and confidence" between the Association and organized labour, and he instanced the joint preparation and presentation of certain briefs as evidence of this.

This trust and confidence, he said, "is most important as our mutual interests lead us into the era of larger construction volumes predicted by the Economic Council of Canada, and as we meet growing pressures of manpower resources.

"We must co-operate in devising and using greater training programs, and together we must take a practical hard-headed approach to the dictum of the Economic Council that labour gains should be commensurate with productivity increases."

Rev. Gérard Hébert

In spite of inherent drawbacks, the system of extending a collective agreement by government decree to cover an entire industry, which is in force in Quebec, has on the

whole proved beneficial to the construction industry, said Rev. Gérard Hébert, S.J., in an address on, "The Application of the Quebec Decree System to the Construction Industry."

The system has helped to bring some degree of order into an industry which, owing to its complexity; its shifting, seasonal and cyclical nature; and its competitive character is especially open to internal divisions and dissensions, Father Hébert said. Thirty years ago it produced a geographical bargaining unit and an industry-wide system of collective bargaining that is still in operation and, on the whole, satisfactory to all parties concerned.

In a more general way it has fostered a wide and permanent relationship between all contracting parties, a situation highly conducive to mutual understanding and the peaceful settlement of . . . conflicts. And the basic benefits which were at the very root of the system itself ought not to be forgotten, namely the ensuring to all employees in competitive industries of fair and reasonable working conditions, even in recession and depression periods, while protecting the employers against undercutting by irresponsible competitors.

Although far from perfect, the speaker said, "it remains at the same time a reasonably good instrument in the field of labour relations; [and] if properly utilized, it may help in realizing a fair degree of social justice and economic democracy, by using private initiative to its full extent, and government regulation where and when it is needed."

In the earlier part of his talk, Father Hébert described the working of the Quebec Collective Agreement Act, with particular reference to the construction industry. Owing to the casual nature of the employer-employee relationship in the industry, the application of the labour relations acts to construction raises a host of problems, to the extent that it has often been requested that this industry be governed by a special statute, or a special part in the Labour Relations Act, as in Ontario.

"In Quebec, the decree system, although by no means restricted to the construction industry, has served more or less as a special Act for this industry. In fact, construction unions and construction employers very seldom have had recourse to certification and to the main provisions of the Labour Relations Act," Father Hébert said.

He pointed out that the labour relations acts in force in other provinces imposed certain restraints on employers and employees, including: conditions for certification of a union, definition of the bargaining unit

by the labour relations board, compulsory bargaining, and compulsory delays before recourse could be had to strike or lockout.

Under the Quebec Collective Agreement Act, none of these restrictions was found. The parties were left free to settle their relationship with each other as they pleased. Coercion and compulsion appeared only at the moment when juridical extension was applied for. A specific procedure must then be followed and certain fundamental conditions must be met. But the arrangement must be workable in practice.

As for the determination of the conditions to be imposed, the philosophy of the Act is that such determination should not be made by a government agency, but left to collective bargaining between private *bon fide* organizations; government will only provide the legal means to ensure the general application of proper working conditions, thus privately established, subject evidently to certain conditions specifically mentioned in the Act.

Three ways in which the Collective Agreement Act had shaped labour relations in the construction industry were especially referred to by the speaker. The system, he said, was responsible for the establishment of geographical bargaining units; it had produced a tradition of multi-trade, and usually industry-wide bargaining; and it had resulted in a comprehensive and stable relationship between employer and employee representatives.

This last effect Father Hébert appeared to attribute largely to the opportunity that was afforded to the parties of meeting once or twice a month, as members of the joint committee, to discuss their differences away from the pressure of the bargaining table.

Under the decree system, labour relations in the construction industry in Quebec had been "rather peaceful"; and this in spite of the presence of two rival groups of unions, the international unions and the syndicates affiliated to the CNTU.

He admitted, however, that the decree system had disadvantages. For one thing, there were opportunities for collusion and for the formation of cliques that might tend to thwart the workings of economic democracy. Secondly, because of the intervention of government in the adoption of a decree, and even more because of the discretionary power given to the Minister under the Act, "the system is open to all sorts of political pressures." But the speaker said that recommendations for amendments to the Act, then being considered by the Quebec Superior Labour Council, were intended "to minimize the strangling effects of this cancer of our democracies."

Industrial Fatalities in Canada during Fourth Quarter of 1964

Deaths from industrial accidents in fourth quarter of year totalled 323, of which 66 occurred in construction industry

Up to the end of February 1965, the Department of Labour had received reports on 323 industrial fatalities that occurred in Canada during the fourth quarter of 1964.

During the previous quarter, 378 fatalities were recorded. This is 47 more than the previously published preliminary total of 331 (L.G., Jan., p. 35). In the fourth quarter of last year, 338 fatalities were recorded—91 more than the preliminary figure of 247 (L.G., April 1964, p. 273).

In the fourth quarter of 1964 there were four multi-fatality accidents, each of which brought death to three or more workmen, and together resulted in fatal injuries to 23.

Fourteen members of the crew of the trawler *Acadia Sea Hawk* were lost on December 1 when their fishing vessel disappeared near Sable Island, N.S., during a storm. Three farm labourers were electrocuted on November 6 when the corn conveyor they were operating touched an 8,000-volt power line on a farm at Straffordville, near St. Thomas, Ont. On December 5, three workmen of a gang laying a sewer and water pipe in a trench beside a highway were killed when a wooden shoring gave way and they were buried under earth and gravel at St. Georges de Beauce, 60 miles southeast of Quebec City. Finally, on December 31, three labourers were asphyxiated in a construction accident 56 miles south of Goodwin, Alta.

The largest number of fatalities, 66, occurred in the construction industry. Of the 66 fatalities, 27 were in miscellaneous construction, 26 in highways and bridges, and 13 in buildings and structures.

The 48 fatalities that were recorded in the transportation, storage and communication industry during the quarter were distributed as follows: 28 in local and highway trans-

portation, 13 in railway transportation, 5 in water transportation, and 1 each in air transportation and in storage.

Of the 44 fatalities that occurred in the manufacturing industry, 12 were in iron and steel products; 8 in paper products; 7 in non-metallic mineral products; 3 each in wood products, non-ferrous metal products, and petroleum and coal products; 2 each in food and beverages and in transportation equipment; and 1 each in rubber products, in printing products, in chemical products and in miscellaneous manufacturing products.

In the mining and quarrying industry, 22 of the 32 fatalities were in metal mining, 8 in non-metal mining and quarrying, and 2 in coal mining.

In the service industry, 30 fatalities were recorded. Twelve of them occurred in the community and business service, 10 in public administration, and 8 in personal service.

The remaining 103 fatalities that occurred during the quarter were distributed as follows: 27 in the logging industry, 26 in agriculture, 22 in fishing and trapping, 17 in trade, and 11 in public utilities.

Analysis by Cause

An analysis of the 323 fatalities during the fourth quarter of 1964 shows that 83 (26 per cent) of them were the result of "being struck by different objects," in 48 of them by such objects as falling trees and limbs and landslides or cave-ins; 22 were caused by moving vehicles, and 13 were the result of being struck by tools, machinery, cranes, etc.

Seventy-five fatalities were caused by collisions, derailments, wrecks, etc.; 47 of these involved automobiles and trucks, 15 involved

(Continued on page 355)

The fatalities covered in this review are those that involved persons gainfully employed and that occurred during the course of, or arose out of their employment, including deaths resulting from industrial diseases.

Statistics on industrial fatalities are compiled by the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

The number of fatalities that occur during a period under review is usually greater than indicated in the quarterly article and tables. Fatalities that were not reported in time for inclusion, however, are recorded in supplementary lists, and the statistics are revised accordingly in the next annual review.

Royal Commission and Rehabilitation

In second report, Royal Commission on Health Services refers to the requirement for expansion of rehabilitation facilities

In Volume I of the Report of the Royal Commission on Health Services, the Commission dealt with rehabilitation in the sense of medical restoration and discussed personnel and facilities required, and referred to the value of home care programs in rehabilitation. Now, in Volume II, it gives consideration to ways in which "a rehabilitation service stimulates the co-ordination of the whole range of services required to restore the once disabled to their fullest possible role in the family and the community."

"Rehabilitation service goes beyond the scope of health services proper and, depending on the case, may involve also the services of education, welfare, training, job placement and other community services directed toward the social and economic as well as the medical aspects of the patient's illness," says the report.

Commenting on the required expansion of facilities and need for personnel if rehabilitation services are to be available to all who need them, the Commission indicates the need for health statistical agencies to discover the numbers of persons requiring services.

In Volume I, the Commission recommended "That funds be made available through the Health Sciences Research Council for research and experimentation into the creation and distribution of prosthetic devices, the development of effective techniques, and by Professional Training Grants for the training of the necessary technical personnel."

In this second volume, the Commission emphasizes the importance of maintaining appropriate standards in the training of prosthetists and orthotists as well as in the equipment used and the facilities for manufacture and fittings.

Health services are becoming increasingly inter-related with and often dependent on other community services. One of the basic components of home care plans, for instance, is a home-maker service. Other social services such as the provision of meals may be required. In this case health and social services work hand in hand. The chain of rehabilitation services, on the other hand, often means a gradual fading out of the health services proper to give way to welfare services (e.g., sheltered employment), education and training services, placement services, and various forms of follow-up services with or without medical supervision. . . .

Modern principles of rehabilitation require the closely co-ordinated interaction of a variety of health services, usually under different auspices. This may include institutions of different types and services outside institutions which require close co-ordination with organized home care programmes.

Many of these principles are recognized in the Vocational Rehabilitation of Disabled Persons Act of 1961. . . . It is indeed to the credit of all agencies concerned with the implementation of the Act that in the short time since its passage, an effective and impressive organization has been built up. The Act has, however, one serious shortcoming, namely, the restriction of its provision to vocational rehabilitation aimed primarily at the potentially gainfully employed.

This restriction excludes the large number of disabled persons who, because of age or the degree of their disability, cannot hope 'to become capable of pursuing regularly a substantially gainful occupation' but who may nevertheless profit from rehabilitation services to the extent of greater independence from the help of others.

Until all those who can profit from rehabilitation services are covered by one co-ordinated system, the co-ordination is not complete thus seriously reducing the effectiveness of the programme. Difficulties exist not only for cases obviously excluded from the provisions of the Act but also for the numerous borderline cases where much time and effort is wasted in determining under which department's jurisdiction the case may come.

We are aware that the Act is broadly interpreted and that homemaking, for instance, is specifically accepted in the agreements with the provinces as a "substantially gainful occupation," but the Act remains restricted to a concept of gainful employment. . . . In our view the provisions of the Act should apply to all disabled persons who may profit from any of the services provided under the Act, regardless of their vocational potentialities. . . .

By recommending the broadening of the Act, we make it clear that we would like to see all rehabilitation resulting from health defects co-ordinated by one agency without limiting it to certain population groups (such as the employable) or to certain types of health defects (such as either physical or psychiatric). We are equally anxious to ensure that the administering agency cover all services—health, welfare, education, employment—which can possibly aid the impaired. This is basically a matter of legislation as well as of the spirit, knowledge and intentions of those called upon to administer it, no matter what department of government they are administratively associated with. . . .

Whatever the structure of this agency, it should be responsible for rehabilitation services of all kinds for all types of health problems, including psychiatric disorders and mental retardation. The corresponding organization at the provincial and local level may follow similar patterns, integrated with the organization of health services.

Employment and Unemployment, March

An estimated 6,521,000 persons were employed in March, 61,000 more than in February. The increase was above average for this time of year.

Similarly, the labour force showed a larger than seasonal increase, advancing by 51,000 to 6,908,000.

Unemployment, at 387,000, showed little change from February. Seasonally adjusted, the March 1965 unemployment rate was 3.9 per cent.

Employment in March was 235,000 higher than a year earlier, and unemployment was 69,000 lower. The labour force, at 6,908,000, was 166,000 (2.5 per cent) higher than in March 1964.

Employment

The greater part of the February-to-March employment gain was in outdoor activities. Better-than-seasonal gains were recorded during the month in both farm and non-farm employment. Construction contributed substantially to the gain in non-farm employment. Forestry activity declined, as usual, with the onset of the annual spring break-up.

The employment gain was distributed equally between men and women. Persons 25 to 44 years of age accounted for most of the increase.

Total employment in March rose by 235,000, or 3.7 per cent, from a year earlier. Non-farm employment was up by 260,000, or 4.5 per cent. Farm employment was 25,000 lower than in March 1964.

Industrially, year-to-year gains in employment were widespread. Aside from agriculture, which continued its downward trend, all major industrial divisions shared in the improvement. Consistent with long-run growth

trends, the largest part of the advance was in the service-producing industries. The service and trade industries together accounted for better than half of the entire advance in the non-farm sector. Construction employment continued at a record level for the time of year.

Employment was higher than a year earlier in all regions. The largest percentage increases were in British Columbia and the Atlantic region, the gains being 5.7 per cent and 5.6 per cent, respectively.

Unemployment

Unemployment changed little between February and March, as is usual during this period. The estimate of 387,000 was 69,000 lower than a year earlier. The over-the-year decrease was fairly widely distributed among the various age groups.

Of the 387,000 unemployed, some 246,000, or about 64 per cent of the total, had been unemployed for three months or less. An estimated 92,000 had been seeking work for four to six months, and 49,000 for seven months and more.

Persons unemployed for four months or more accounted for 36 per cent of the total, compared with 39 per cent a year earlier. This group represented a smaller proportion of the total than in any corresponding period of the past seven years.

Unemployment in March represented 5.6 per cent of the labour force, compared with 6.8 per cent in March 1964 and 8.4 per cent in March 1963. The rate in February this year was 5.8 per cent.

Unemployment rates were lower than a year earlier in all regions.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	March 1965	March 1964	March 1965	March 1964	March 1965	March 1964	March 1965	March 1964
Metropolitan.....	2	6	10	6	—	—	—	—
Major Industrial.....	12	13	10	11	4	2	—	—
Major Agricultural.....	5	4	9	10	—	—	—	—
Minor.....	26	32	28	21	4	5	—	—
Total.....	45	55	57	48	8	7	—	—

The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

CLASSIFICATION OF LABOUR MARKET AREAS—MARCH

	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Quebec-Levis St. John's	Calgary Edmonton Halifax Hamilton Montreal Ottawa-Hull Toronto → VANCOUVER- NEW WESTMINSTER- MISSION CITY Windsor → WINNIPEG		
MAJOR INDUSTRIAL AREAS (labour force 25,000- 75,000; 60 per cent or more in non- agricultural activity)	Corner Brook Cornwall Granby-Farnham- Cowansville Joliette Lac St. Jean Moncton New Glasgow ROUYN-VAL D'OR ← Shawinigan Sherbrooke Sydney-Sydney Mines Trois Rivières	Brantford Fort William-Port Arthur Kingston Niagara Peninsula Oshawa Peterborough Saint John Sarnia Timmins-New Liskeard- Kirkland Lake Victoria	Guelph Kitchener → LONDON → SUDBURY	
MAJOR AGRICULTURAL AREAS (labour force 25,000- 75,000; 40 per cent or more in agriculture)	Charlottetown Prince Albert Riviere du Loup Theford-Megantic- St. Georges Yorkton	Barrie Brandon Chatham Lethbridge Moose Jaw North Battleford Red Deer Regina Saskatoon		
MINOR AREAS (labour force 10,000 to 25,000)	Bathurst Bracebridge Bridgewater Campbellton Dauphin Dawson Creek Drummondville Edmundston Gaspe Grand Falls Kentville Montmagny Newcastle Okanagan Valley Portage la Prairie Quebec North Shore Rimouski Ste. Agathe-St. Jerome St. Stephen Sorel Summerside TRURO ← Valleyfield Victoriaville Woodstock, N.B. Yarmouth	Beauharnois Belleville-Trenton Brampton Central Vancouver Island Chilliwack Cranbrook Drumheller Fredericton Goderich Grande Prairie Kamloops Lachute-St. Therese Lindsay Medicine Hat North Bay Owen Sound Pembroke Prince George-Quesnel Prince Rupert St. Hyacinthe St. Jean ST. THOMAS ← Sault Ste. Marie Simcoe Swift Current Trail-Nelson Walkerton Weyburn	Galt Listowel Stratford Woodstock- Tillsonburg	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used see page 207, February issue.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Total civilian labour force (a).....(000)</i>	March 20	6,908	+ 0.7	+ 2.5
Employed.....(000)	March 20	6,521	+ 0.9	+ 3.7
Agriculture.....(000)	March 20	538	+ 4.9	- 4.5
Non-agriculture.....(000)	March 20	5,983	+ 0.6	+ 4.5
Paid workers.....(000)	March 20	5,462	+ 0.7	+ 5.0
At work 35 hours or more.....(000)	March 20	5,462	+ 1.1	+ 2.4
At work less than 35 hours.....(000)	March 20	864	+ 0.3	+10.1
Employed but not at work.....(000)	March 20	195	+ 0.5	+16.1
Unemployed.....(000)	March 20	387	- 2.5	-15.1
Atlantic.....(000)	March 20	73	- 4.0	- 1.4
Quebec.....(000)	March 20	153	+ 6.3	-10.5
Ontario.....(000)	March 20	79	-15.1	-25.5
Prairie.....(000)	March 20	49	+ 4.3	-18.3
Pacific.....(000)	March 20	33	-10.8	-26.7
Without work and seeking work.....(000)	March 20	362	- 1.6	-15.0
On temporary layoff up to 30 days.....(000)	March 20	25	-13.8	-16.7
<i>Industrial employment (1949=100).....</i>	January	129.3	- 1.5	+ 4.9
Manufacturing employment (1949=100).....	January	122.5	+ 0.5	+ 4.7
<i>Immigration.....</i>	Year 1964	112,606	—	+20.9
Destined to the labour force.....	Year 1964	56,190	—	+22.5
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	March	55	+10.0	+10.0
No. of workers involved.....	March	14,262	-46.4	+99.7
Duration in man days.....	March	115,260	-60.8	+24.7
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.).....	January	\$89.24	+ 4.3	+ 4.9
Average hourly earnings (mfg.).....	January	\$ 2.08	0.0	+ 4.5
Average hours worked per week (mfg.).....	January	40.9	+ 5.4	- 0.7
Average weekly wages (mfg.).....	January	\$85.36	+ 5.8	+ 4.1
Consumer price index (1949=100).....	March	137.3	+ 0.1	+ 2.0
Index numbers of weekly wages in 1949 dollars (1949=100).....	January	149.1	+ 5.7	+ 2.1
Total labour income.....\$000,000..	January	1,988	+ 0.5	+ 9.5
<i>Industrial Production</i>				
Total (average 1949=100).....	February	223.1	+ 4.4	+ 5.7
Manufacturing.....	February	194.8	+ 6.3	+ 5.4
Durables.....	February	202.7	+ 5.2	+ 5.9
Non-durables.....	February	188.1	+ 7.2	+ 4.9
<i>New Residential Construction (b)</i>				
Starts.....	March	6,866	+19.3	+24.3
Completions.....	March	20,524	+154.6	- 6.7
Under construction.....	March	73,541	-16.0	+17.6

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

COLLECTIVE BARGAINING REVIEW

Duration of Negotiations, 1964

Employers and labour organizations across Canada in 1964 negotiated 185 major agreements—those covering 500 or more employees, excluding those in the construction industry. These contracts covered nearly 448,000 workers.

Work stoppages preceded only 4 per cent of the settlements during the year.

Nearly three fifths of the agreements were signed within six months of the opening of negotiations. Most of the remainder were concluded after 7 to 12 months; only five settlements were reached after more than a year of bargaining activity.

Of the 185 agreements concluded during the year, 38 per cent were signed without third-party intervention. Nearly 50 per cent of the new agreements were reached with assistance from conciliation officers or conciliation boards, or in the course of post-conciliation bargaining.

Five per cent of the contracts arose from final and binding arbitration awards. Among the employers subject to these awards were a number of clothing manufacturers and hospitals in the province of Quebec, and the city governments of Ottawa, Winnipeg and Vancouver.

Seven collective agreements were signed at the other stages of negotiation. In Quebec, special government mediation brought about settlements in the textile industry and among hospitals in several municipalities. In Manitoba, an industrial inquiry commission expedited a settlement in the brewing industry, and Manitoba Hydro and The Manitoba Telephone System signed new contracts after assistance from mediation boards.

NEGOTIATIONS PRECEDING SETTLEMENTS REACHED DURING 1964

Collective agreements covering 500 or more employees concluded between January 1 and December 31, 1964 exclusive of agreements in the construction industry.

Stage at Which Settled	Duration of Negotiations in Months											
	3 or less		4-6		7-9		10-12		13 or over		Total	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
Bargaining.....	27	59,300	22	33,020	13	16,980	4	11,250	4	3,550	70	124,100
Conciliation officer.....	10	36,290	30	34,270	17	35,230	1	1,000	2	1,950	60	108,740
Conciliation board.....	.....	.....	7	14,350	5	10,050	3	104,000	.....	.....	15	128,400
Post-conciliation bargaining.....	.....	.....	3	5,130	6	8,670	5	6,500	1	2,000	15	22,300
Arbitration.....	.....	.....	3	6,240	1	750	4	4,350	2	2,600	10	13,940
Work stoppage.....	.....	.....	1	18,000	6	9,830	1	2,100	.....	.....	8	29,930
Other.....	.....	.....	3	12,150	4	8,000	.....	.....	.....	.....	7	20,150
Total.....	37	95,590	69	123,160	52	89,510	18	129,200	9	10,100	185	447,560

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

Collective Bargaining Scene

Agreements covering 500 or more employees,
excluding those in the construction industry

Part I—Agreements Expiring During April, May and June

(except those under negotiation in March)

Company and Location	Union
American Motors Canada Ltd., Brampton, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Anglo-Nfld. Development, Grand Falls, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL- CIO/CLC) & Machinists (AFL-CIO/CLC)
Bathurst Power & Paper, Bathurst, N.B.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL- CIO/CLC), Machinists (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Building maintenance & window cleaning con- tractors, Vancouver, B.C.	Bldg. Service Empl. (AFL-CIO/CLC)
Bowater's Nfld. Pulp & Paper, Corner Brook, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL- CIO/CLC) & Machinists (AFL-CIO/CLC)
British Columbia Forest Products, Crofton, Celgar Ltd., Watson Island & Rayonier Canada Ltd., Woodfibre, B.C.	Pulp & Paper Wkrs. of Canada (Ind.) ILA (AFL-CIO/CLC)
CNR, North Sydney, N.S.	Machinists (AFL-CIO/CLC)
CPA, system-wide	CLC-chartered locals
Cdn. Sugar Factories, Picture Butte, Raymond & Taber, Alta.	Auto Workers, (AFL-CIO/CLC) (office empl.) Public Service Empl. Federation (CNTU) (office empl.)
Chrysler Canada Ltd., Windsor, Ont.	Public Service Empl. Federation (CNTU) (main- tenance empl.)
Commission des Ecoles Catholiques, Montreal, Que.	Typographical Union (AFL-CIO/CLC)
Commission des Ecoles Catholiques, Montreal, Que.	Auto Wkrs. (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
DeHavilland Aircraft, Malton & Toronto, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL- CIO/CLC)
E. B. Eddy, Hull, Que.	Public Empl. (CLC) (caretakers)
E. B. Eddy, Parent & Lower Dumoine, Que.	Fire Fighters (AFL-CIO/CLC)
Edmonton Public School Board, Edmonton, Alta.	Printing Pressmen (AFL-CIO/CLC)
Edmonton City, Alta.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
E. S. & A. Robinson (Can.), Leaside, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Fraser Companies, Atholville, Edmundston & New- castle, N.B.	Steelworkers (AFL-CIO/CLC)
B. F. Goodrich, Kitchener, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Hollinger Consolidated Gold Mines, Timmins, Ont.	Papermakers (AFL-CIO/CLC)
International Harvester Co. of Canada, Chatham, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River, British Colum- bia Forest Products & Elk Falls Co., B.C. coast	Steelworkers (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River, Cdn. Forest Products, Crown Zellerbach of Canada, Elk Falls Co. & Rayonier Canada Ltd., B.C. coast	Auto Wkrs. (AFL-CIO/CLC)
McIntyre Porcupine Mines, Schumacher, Ont.	Papermakers (AFL-CIO/CLC)
Men's Clothing Mfrs. Assn. of Ontario, Toronto, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Motor Transport Industrial Relations Bureau, Ont.	Steelworkers (AFL-CIO/CLC)
Saskatchewan Government	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Saskatchewan Power Corp.	Teamsters (Ind.) (mechanics)
Scott La Salle, Longueuil, Que.	Sask. Govt. Empl. Assn. (Ind.) (labour service empl.)
University of Saskatchewan, Saskatoon, Sask.	Oil Wkrs. (AFL-CIO/CLC)
White Spot Restaurants, Vancouver & Victoria, B.C.	Empl. Assn. (Ind.)
Winnipeg Metro., Man.	CLC-chartered local White Spot Empl. Union (Ind.) Public Empl. (CLC)

Part II—Negotiations in Progress During March

(except those concluded in March)

Bargaining

Abitibi Power & Paper & subsids., Que., Ont. & Man.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL- CIO)
Air Canada, system-wide	Air Line Flight Attendants (CLC)

Company and Location

Union

American Can Co. of Canada, Hamilton, Simcoe,
Ont. & Montreal, Que.
Asbestos Corp. & Flintkote Mines, Thetford Mines,
Que.
Associated Fur Industries, Toronto, Ont.
Assn. des Marchands Détaillants (Produits Ali-
mentaires), Quebec, Que.
Assn. Patronale des Services Hospitaliers, Quebec,
Que.
Assn. Patronale des Services Hospitaliers, Quebec,
Que.
Bowaters Mersey Paper, Anglo-Cdn. Pulp & Paper,
Domtar Newsprint & James MacLaren Co.,
N.S. & Que.

B.C. Hydro & Power Authority
B.C. Hydro & Power Authority
Burnaby District, B.C.

Calgary City, Alta.
Calgary City, Alta.
Calgary General Hospital, Calgary, Alta.
Calgary Power & Farm Electric Services, Alta.
Cdn. Industries Limited, Brownsburg, Que.
Cdn. International Paper & New Brunswick Inter-
national Paper, N.B. & Que.

Canada Iron Foundries, Three Rivers, Que.
Cdn. Johns-Manville, Asbestos, Que.
Cdn. Johns-Manville, Port Union, Ont.
Cdn. Lithographers' Assn., Toronto, Hamilton,
London, Ottawa, Ont. & Montreal, Que.
Cdn. Marconi, Montreal, Que.
Catelli Food Products, Montreal, Que.
Consolidated Paper, Cap de la Madeleine & Three
Rivers, Que.

Consolidated Paper, Grand'Mere, Que.

Consolidated Paper, Nicauba, Que.
Consolidated Paper, Port Alfred, Que.
Consolidated Paper, Shawinigan, Que.

Consolidated Paper, Trenche Dist., Que.
Consumers Glass, Ville St. Pierre, Que.
David & Frere, Montreal, Que.
Dominion Coal, Glace Bay, N.S.
Dominion Rubber (Footwear & Warehouse Divs.),
Guelph & Kitchener, Ont.
Dominion Rubber (Tire Div.), Kitchener, Ont.
Domtar Newsprint & Domtar Construction Mate-
rials, Donnacona, Que.
Domtar Newsprint, Red Rock, Ont.

Domtar Pulp & Paper (Howard Smith Paper Div.),
Cornwall, Ont.

Dunlop Canada Limited, Toronto, Ont.
Eastern Canada Stevedoring & other companies,
Toronto, Ont.
Employing Printers' Assn. of Montreal, Montreal,
Que.
Employing Printers' Assn. of Montreal, Montreal,
Que.
Fairey Aviation, Eastern Passage, N.S.
Fisheries Assn. of B.C.

Fisheries Assn. of B.C.
Fittings Limited, Oshawa, Ont.
Fur Mfrs. Guild, Montreal, Que.
Fur Trade Assn. of Canada, Montreal, Que.,
Toronto, Ont. & Winnipeg, Man.

CLC-chartered locals

Mining Empl. Federation (CNTU)
Butcher Workmen (AFL-CIO/CLC)

Commerce & Office Empl. (CNTU)

Service Empl. Federation (CNTU) (male empl.)

Service Empl. Federation (CNTU) (female
empl.)

Papermakers (AFL-CIO/CLC), Pulp & Paper
Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-
CIO/CLC)

IBEW (AFL-CIO/CLC)

Office Empl. (AFL-CIO/CLC)

Public Empl. (CLC) (outside, inside empl. &
foremen)

Public Empl. (CLC) (inside empl.)

Public Empl. (CLC) (outside empl.)

Public Empl. (CLC)

Calgary Power Empl. Assn. (Ind.)

Mine Wkrs. (Ind.)

Papermakers (AFL-CIO/CLC), Pulp & Paper
Mill Wkrs. (AFL-CIO/CLC), International
Operating Engineers (AFL-CIO), IBEW
(AFL-CIO/CLC), Machinists (AFL-CIO/
CLC) & Plumbers (AFL-CIO/CLC)

Moulders (AFL-CIO/CLC)

Mining Empl. Federation (CNTU)

Chemical Wkrs. (AFL-CIO/CLC)

Lithographers & Photo Engravers (AFL-CIO)

Marconi Empl. Council (Ind.)

Bakery Wkrs. (CLC)

Papermakers (AFL-CIO/CLC) & Pulp & Paper
Mill Wkrs. (AFL-CIO/CLC)

Papermakers (AFL-CIO/CLC) & Pulp & Paper
Mill Wkrs. (AFL-CIO/CLC)

Bush Wkrs., Farmers' Union (Ind.)

Pulp & Paper Wkrs. Federation (CNTU)

Papermakers (AFL-CIO/CLC) & Pulp & Paper
Mill Wkrs. (AFL-CIO/CLC)

Bush Wkrs., Farmers' Union (Ind.)

CNTU-chartered local

Empl. Assn. (Ind.)

Mine Wkrs. (Ind.)

Rubber Wkrs. (AFL-CIO/CLC)

Rubber Wkrs. (AFL-CIO/CLC)

Pulp & Paper Wkrs. Federation (CNTU)

Papermakers (AFL-CIO/CLC), Pulp & Paper
Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-
CIO/CLC), & International Operating Engi-
neers (AFL-CIO)

Papermakers (AFL-CIO/CLC) & Pulp & Paper
Mill Wkrs. (AFL-CIO/CLC)

Rubber Wkrs. (AFL-CIO/CLC)

ILA (AFL-CIO/CLC)

Bookbinders (AFL-CIO/CLC)

Printing Pressmen (AFL-CIO/CLC)

Machinists (AFL-CIO/CLC)

United Fishermen (Ind.) (canning & cold stor-
age empl.)

United Fishermen (Ind.) (tendermen)

Steelworkers (AFL-CIO/CLC)

Butcher Workmen (AFL-CIO/CLC)

Butcher Workmen (AFL-CIO/CLC)

Company and Location	Union
Great Lakes Paper, Fort William, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Hamilton City, Ont.	Public Empl. (CLC) (inside empl.)
Hamilton City, Ont.	Public Empl. (CLC) (outside empl.)
Hawker Siddeley (Canadian Car Div.), Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
H. J. Heinz Co. of Canada, Leamington, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Hopital General St-Vincent de Paul & Hopital d'Youville et Hospice du Sacre-Coeur, Sherbrooke, Que.	Service Empl. Federation (CNTU)
Hotel Chateau Frontenac (CPR), Quebec, Que.	Railway, Transport & General Wkrs. (CLC)
Hotel Royal York (CPR), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC)
Hudson Bay Mining & Smelting, Flin Flon, Man.	CLC-chartered local, Machinists (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Boilermakers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), Painters (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
International Harvester Co. of Canada, Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
Kimberly-Clark Paper, Terrace Bay, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
KVP Company, Espanola, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Kellogg Company, London, Ont.	Millers (AFL-CIO/CLC)
Lake Asbestos of Quebec, Black Lake, Que.	Mining Empl. Federation (CNTU)
London City, Ontario	Public Empl. (CLC) (outside empl.)
Walter M. Lowney Co., Sherbrooke, Que.	Bakery Wkrs. (CLC)
MacDonald Tobacco, Montreal, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Manitoba Hydro	IBEW (AFL-CIO/CLC)
Manitoba Telephone System	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Manitoba Telephone System	IBEW (AFL-CIO/CLC) (electrical craft empl.)
Marathon Corp., Marathon, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Molson's Brewery Quebec Ltd., Montreal, Que.	Molson's Empl. Assn. (Ind.)
Montreal Transportation Commission, Montreal, Que.	Public Service Empl. Federation (CNTU)
New Brunswick Power Commission, province-wide	IBEW (AFL-CIO/CLC)
Northern Electric, Belleville, Ont. & Montreal, Que.	Northern Electric Empl. Assn. (Ind.)
Northern Electric, Montreal, Que.	Northern Electric Office Empl. Assn. (Ind.)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Ontario-Minnesota Paper, Fort Frances & Kenora, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Firemen & Oilers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Ontario Paper, Thorold, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Firemen & Oilers (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), ILA (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Price Bros., Dolbeau, Kenogami & Shipshaw, Que.	Bush Wkrs., Farmers' Union (Ind.)
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Provincial Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Provincial Transport, Montreal, Que.	Public Service Empl. Federation (CNTU)
Quebec Hydro-Electric Commission, Montreal & other centres	Quebec Hydro-Electric Commission Office Empl. Syndicate (Ind.)
Quebec Iron & Titanium, Sorel, Que.	Metal Trades' Federation (CNTU)
Quebec North Shore Paper, Baie Comeau, Franquelin & Shelter Bay, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Quebec North Shore Paper & Manicouagan Power Co., Baie Comeau, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
RCA Victor, Montreal, Que.	RCA Salaried Empl. Assn. (Ind.)
Rio Algom Mines (Nordic Mine), Algoma Mills, Ont.	Steelworkers (AFL-CIO/CLC)
Rothmans of Pall Mall Canada Ltd., Quebec, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
St. Boniface General Hospital, St. Boniface, Man.	Empl. Union of Hospital Institutions (Ind.)
Saskatoon City, Sask.	Public Empl. (CLC) (inside & outside empl.)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask.	CLC-chartered local & Public Empl. (CLC)

(Continued on page 383)

Annual Meeting, U.S. National Council on Aging

Theme of Council's 14th Annual Meeting: "The Older American in the Great Society." Topics discussed include employment and training of older workers, preparation for retirement

Employment of older workers, their training, retirement, preparation for retirement, and the role of senior centres in the war on poverty were among topics given detailed discussion at the 14th Annual Meeting of the U.S. National Council on Aging held in Washington last month. The theme of the conference was "The Older American in the Great Society."

At a workshop on the training of older workers it was pointed out that one of the difficulties lay in the possibility that training authorities might discriminate against older persons in the selection of trainees because of the greater difficulty of finding jobs for them at the completion of training. It was generally agreed that older workers could be successfully trained and that they had a right to the opportunity.

It was pointed out that industry had a responsibility for training within industry to enable continuation of employment, but that the need for basic education among so many older people was a responsibility of society as a whole.

An example of the successful training of older workers was given in the retraining of some 550 unemployed coal miners for work in copper mines. The group ranged in age from 21 to 45 years; a considerable number were in the upper ages in the range. Many of the group had been unemployed for six months or longer prior to retraining.

Some deplored that the upper age limit for eligibility in this program had been restricted to 45.

A further example was given of persons with relatively low educational levels being successfully trained for sub-professional jobs in data processing. Trainees ranged in age from 18 to 46 years and in educational levels from no high school to four years of college. The course lasted 30 weeks. This experience indicated that those with a basic education at the junior high school level could, with proper training, fill many jobs in electronic data processing.

It was generally agreed by those present that a worker of 45, probably in the prime of his life, should *not* be relegated to a low-paid job, but should have the opportunity to improve his qualifications and be upgraded. Failure of society to recognize this and to act could mean the starting of a new round of poverty.

The Vice-President of the United States, Hon. Hubert H. Humphrey, spoke on the opening day of the conference. He drew attention to the effects on older people of the greatest technological revolution in history. He pointed out that elderly people needed help to adjust to these changes.

Vice-President Humphrey called for specific action on the job front by combatting discrimination against older people and providing the opportunity for full-time, part-time or volunteer employment. On the education front he urged expanded opportunities for lifetime learning, including vocational studies. He urged a creative partnership of government, industry, labour, education, foundations, voluntary agencies and others in breaking new intellectual ground in services for the elderly.

Senator Robert F. Kennedy, speaker at the Ollie A. Randall Award Dinner, spoke strongly in favour of higher benefits for the aging under social security. "Social security," he said, "may provide a floor of protection to our elderly, but it is a floor without a carpet; and the nails come through". He discussed at considerable length ways by which higher benefits might be financed through a limited use of general revenue financing.

The need for "preparation for retirement" programs was discussed in detail at one panel session. It was generally agreed that such programs were needed. The discussion leaders pointed out that to be successful these programs must have the full support of top management.

The experience of one successful program in Connecticut was described. This program which was sponsored jointly by management and the local union, in addition to providing the participants with valuable information, had proved a valuable tool for bringing people closer together and proved that labour and management could work harmoniously on problems of mutual concern.

Other topics covered at the conference included health, community services, housing, protective services, social action and the training of non-member volunteers.

In addition to delegates from many parts of the United States, six delegates from Canada attended, including representation from the executive planning committee of the forthcoming Canadian Conference on Aging.

Women Workers in Canada, 1954-1964

Increases during 1954-64 decade in number of women in labour force and in number in employment were greater than comparable increases for men. Female labour force now almost two million

A greater numerical increase for women than for men occurred during the 1954-1964 period in the labour force and the number employed.

Married women in the labour force now exceed their single sisters by 240,000 but female workers as a whole are far outnumbered. The male labour force totals close to five million; the women number slightly under two million.

The male participation rate (number in the labour force as a percentage of the population) has been decreasing consistently since 1950, while the female rate has been increasing. In 1964 three out of every ten women over 14 years of age were in the labour force.

The Labour Force

The Labour Force constitutes the non-institutional civilian population over 14 years of age who at the time of the survey were employed or seeking employment. It includes paid workers, own account workers, employers and unpaid family workers.

The term "employed" includes all those in paid employment, unpaid family workers and those with a job who were not at work because of weather, illness, industrial dispute, vacations, or taking time off for other reasons. Housewives and students who worked part time during the survey week are also included.

Women in 1964 comprised 28.8 per cent of the employed, a numerical increase of 700,000 since 1954. This represents an increase of 58.4 per cent for women, while male employment showed a numerical increase of 652,000 or 16.1 per cent.

Where do the working women live?—By far the largest number, 40 per cent of the total, are in Ontario. Quebec accounts for some 27 per cent. The smallest portion is in the Atlantic region, which accounts for 8 per cent. Of the remainder, approximately 17 per cent are from the Prairie region and 9.4 per cent from British Columbia.

Participation by Age—The 45- to 54-year-old group more than doubled since 1954 and is now third in ranking by percentage, compared with fifth in 1954.

The 35- to 44-year-old group is the largest, whereas the 25 to 34 group was the largest in 1954.

The only age group to show a decrease in the participation rate was the 14- to 19-year group—33.6 per cent to 29.9 per cent.

Marital Status—The most striking feature to emerge from the review, based on *Special Tables* of the Dominion Bureau of Statistics, is the steadily rising number of married women entering the labour force. *The Special Tables* are 12-month averages of data obtained from a monthly sample survey of about 30,000 households.

A consistent annual increase has occurred since 1959, when the percentage of married women in the female labour force stood at 44.3, until in 1964, when married women accounted for more than half the total. In the one-year period alone from 1963 to 1964 the number of married women entering the labour force outnumbered single entrants by five to one.

Of all married women in 1964, 24.2 per cent were in the labour force; of the single women, 48.5 per cent.

The Economic Council of Canada in its First Annual Review, *Economic Goals for Canada to 1970*, states that "By the end of the decade, about three out of every ten married women are expected to be in the labour force, compared with only one out of ten in 1950."

Hours of Work—Despite the considerable increase in the number of women who usually work less than 35 hours per week—from 11.2 per cent in 1954 to 20.9 per cent in 1964—only one woman in five works part time. In 1954 it was every eighth woman.

Occupations and Industry—A shift in labour demand from goods-producing industries to service-producing industries, and the increased demand for clerical workers characterizes the decade.

Service occupations, exclusive of professional services, show a 57.7-per-cent female composition, and women account for 63.7 per cent of all clerical workers.

Within a number of selected industries and occupations—selected because women are not represented in sufficient number in all—communications is the only group where the percentage of women in the total has decreased since 1954. This group includes telephone and telegraph operators, radio and television announcers and equipment operators.

TEAMWORK in INDUSTRY

Relations between city officials of Jacques-Cartier, Que., and employee representatives have been brightened and made more co-operative and progressive since the introduction of joint consultation approximately a year ago. At that time, the city council, together with union representatives, of policemen, firemen and other municipal employees, established labour relations committees whose prime duty is to promote positive co-operation by eliminating misunderstanding and improving morale.

Broader and fuller communication between city officials and civic employees, and between the city and the general public, is one characteristic of the new program. Hon. Pierre Laporte, Quebec Minister of Municipal Affairs, has described the results of the Jacques-Cartier innovation as "an example to other municipalities." Four separate committees are serving the departments of administration, public works, police and fire.

Questioned as to the philosophy behind the improved relationships enjoyed by the city's management and employees, Robert Bisaillon, director of personnel, replied: "Human dignity is an important element of sound labour relations. Appreciation of its worth is being demonstrated by both employer and employees."

Union reaction to the committees is unanimously enthusiastic. The presidents of the four unions representing civic employees were canvassed recently for opinions:

—Albert Petitclerc, Canadian Union of Public Employees, Local 307: "The Committees are promoting good labour-management relations between civic officials and employees. We appreciate, above all, the frankness always present at our meetings."

—Claude Gauthier, Canadian Union of Public Employees, Local 306: "Although the committees were set up only recently, a distinct improvement in relations has already been felt. The committees are making teamwork and positive co-operation possible, settling grievances in their initial stages, improving morale, and creating a climate of understanding."

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

—Napoléon Raymond, International Association of Firemen of America, Local 1480: "Sincerity and frankness governed the signing of our first agreement. There is an atmosphere of friendliness and real understanding."

—Sgt. Gaétan Chrétien, Brotherhood of Policemen of the City of Jacques-Cartier: "For five years we had not signed a collective agreement directly with our employer. The one we signed recently was described by M. Pierre Laporte, Quebec Minister of Municipal Affairs, as a model for the province. We are certain that management and members of the Brotherhood will get along very well together and will be an inspiration to the neighbouring cities."

One example of the way relations between the city and its employees have improved since the introduction of joint consultation was provided by the Brotherhood of Policemen. Their latest collective agreement—the first in five years to be signed directly with the employer—was reached "following two bargaining sessions and with no disagreement." Since 1956 the Brotherhood has been under the direction of Sgt. Gaétan Chrétien, president, and Lieut. Michel St-Jean, secretary-treasurer.

City council, headed by Mayor Jean-Paul Vincent, boasts a written philosophy to guide city officials in their dealings with employees. The five points of the code are designed to promote co-operation and high morale by: (1) increasing communication between civic services and union representatives; (2) giving workers better training; (3) keeping employees posted on matters which concern them in order to prevent rumours that undermine morale; (4) keeping employees informed about city policies; (5) giving each employee individual attention, and using selection methods based on scientific criteria.

* * *

First steps have been taken to organize a unified social club for all Fraser Valley Milk Producers' Association employees and their families in Burnaby, B.C. The FVMPA Labour-Management committee has appointed two retail salesmen, John Dance and Andy Daoust, to explore the possibilities of founding a company-wide club and to arrange an organizing meeting.

Bargaining agents are Brotherhood of Teamsters, Local 464; International Union of Operating Engineers, Local 115; and the International Association of Machinists, Lodge 1857.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for one day during February. The Board granted four applications for certification and rejected one application for certification. During the month the Board received 12 applications for certification and allowed the withdrawal of two such applications.

Applications for Certification Granted

1. Truckers, Cartagemen, Construction and Building Material Employees, Local Union No. 362 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers, including drivers of leased equipment other than owner-operators, and dockmen employed by M & P Transport Ltd. working in and out of its terminals at Edmonton and Calgary, Alta. (L.G., Mar., p. 245). The Association of Employees of M & P Transport, which had been the certified bargaining agent, had intervened.

2. Canadian Union of Public Employees on behalf of a unit of process operators employed by Atomic Energy of Canada Limited in the Reactor Operations Section of the Engineering Branch of the company's Whiteshell Nuclear Research Establishment at Pinawa, Man. (L.G., Mar., p. 246).

3. General Truck Drivers and Helpers Union, Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers-swampers-warehousemen employed by Fleet Express Lines Ltd., Vancouver, B.C. (L.G., Mar., p. 246).

4. Construction and supply Drivers and Allied Workers Teamsters Local Union No. 903, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of mail truck drivers employed by Autobus Yvan Lévis Ltée, Chomedey, Que. (L.G., Mar., p. 246).

Application for Certification Rejected

Teamsters, Chauffeurs, Warehousemen, Helpers and Miscellaneous Workers, Local 76, and Transport Drivers, Warehousemen and Helpers Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants,

and Speedway Express Ltd., Ville St-Laurent, Que., respondent (L.G., Mar., p. 245). The application was rejected for the reason that it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board.

Applications for Certification Received

1. Truckers, Cartagemen, Construction and Building Material Employees, Local No. 362, and General Drivers, Warehousemen and Helpers, Local Union No. 979, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of unlicensed personnel employed by Bicknell Freighters Ltd., Calgary, Alta. (Investigating Officer: G. H. Purvis).

2. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Chimo Shipping Limited, St. John's, Nfld. (Investigating Officer: W. J. Gillies) (See "Applications for Certification Withdrawn" below).

3. International Association of Machinists on behalf of a unit of clerical employees of Quebec North Shore and Labrador Railway Company employed in its Engineering Department at Sept-Iles, Que. (Investigating Officer: R. L. Fournier).

4. Western Truckers Union on behalf of a unit of drivers, dockmen and maintenance employees employed by Bicknell Freighters Ltd., Calgary, Alta. (Investigating Officer: G. H. Purvis).

5. Trans-Canada Air Lines Sales Employees' Association on behalf of a unit of employees of Air Canada, Montreal, Que. (Investigating Officer: Miss M. P. Bigras).

6. International Union of Operating Engineers, Local 882, on behalf of a unit of power plant engineers employed by the National Harbours Board, Vancouver, B.C. (Investigating Officer: D. S. Tysoe).

7. Transport Drivers, Warehousemen and Helpers Union Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers employed by Robert Transport Ltée, Rougemont, Que. (Investigating Officer: R. L. Fournier).

8. International Union of Operating Engineers, Local 115, on behalf of a unit of crane operators employed on log barges by Straits

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Ministry of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Barge Limited, Vancouver, B.C. (Investigating Officer: G. H. Purvis).

9. General Drivers, Warehousemen and Helpers Local 979, Teamsters, Chauffeurs, Warehousemen and Helpers Local Union No. 880, General Truck Drivers Union Local 938, and Transport Drivers, Warehousemen and Helpers' Union Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers, dockmen and mechanics employed by Reimer Express Lines Limited, Winnipeg, Man. (Investigating Officer: C. Arthur Frey).

10. Chauffeurs, Teamsters and Helpers, Local Union No. 395 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers employed by Comet Transport Limited, Winnipeg, Man. (Investigating Officer: C. Arthur Frey).

11. Transport Drivers, Warehousemen and Helpers' Union Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of chauffeurs, mechanics and maintenance men employed by Houle Express Ltd., St-Rémi, Que. (Investigating Officer: R. L. Fournier).

12. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed by Lytle Brothers Limited, North Vancouver, B.C. (Investigating Officer: G. H. Purvis).

Applications for Certification Withdrawn

1. Transport Drivers, Warehousemen and Helpers Union, Local 106, General Truck Drivers Union, Local 938, and General Truck Drivers Union, Local 879, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, appli-

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

cants, Overnite Express Limited, Hull, Que., respondent, and Association of Employees of Overnite Express Ltd. (Quebec), intervener, and The Association of Ontario Employees of Overnite Express Limited, intervener (L. G., Mar., p. 245).

2. Seafarers' International Union of Canada, applicant, Chimo Shipping Limited, St. John's, Nfld. respondent, (unlicensed personnel) and District 50, United Mine Workers of America, intervener (application received during month).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During February, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian National Steamship Company Limited (Pacific Coast Service) (Steward's Department), Vancouver, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. S. Tysoe).

2. Foundation Maritime Ltd., Halifax, N.S., and Local 315A of the Canadian Brotherhood of Railway, Transport and General Workers (licensed personnel) (Conciliation Officer: D. T. Cochrane).

3. Foundation Maritime Ltd., Halifax, N.S., and Local 315A of the Canadian Brotherhood of Railway, Transport and General Workers (unlicensed and shore personnel) (Conciliation Officer: D. T. Cochrane).

4. Adams Cartage Ltd., Windsor, Ont., and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: Sydney Emmerson).

5. Lakehead Terminal Elevators Association, Port Arthur and Fort William, Ont., and Local 650 of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: C. Arthur Frey).

6. TransAir Limited, Winnipeg International Airport, and Canadian Air Line Flight Attendants' Association (Conciliation Officer: C. Arthur Frey).

7. Consolidated Aviation Fueling of Toronto Limited, Toronto International Airport, and International Association of Machinists (Conciliation Officer: T. B. McRae).

8. The Toronto Harbour Commissioners, and Locals 1842 and 1869 of the International Longshoremen's Association (Conciliation Officer: T. B. McRae).

9. Millar and Brown Limited, Cranbrook, B.C., and Locals 31, 181, 362 and 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

10. National Harbours Board, Port of Saint John, N.B., and National Harbours Board Employees' Federal Union No. 24 of Saint John (C.L.C.) (Conciliation Officer: H. R. Pettigrove).

11. Veteran Transfer Ltd., Edmonton, Alta., and the Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: G. H. Purvis).

Settlements Reported by Conciliation Officers

1. Foundation Maritime Ltd., Halifax, N.S., and Local 315A of the Canadian Brotherhood of Railway, Transport and General Workers (licensed personnel) (Conciliation Officer: D. T. Cochrane) (see above).

2. Foundation Maritime Ltd., Halifax, N.S., and Local 315A of the Canadian Brotherhood of Railway, Transport and General Workers (unlicensed and shore personnel) (Conciliation Officer: D. T. Cochrane) (see above).

3. Gill Interprovincial Lines Ltd., Toronto, and Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae) (L.G., Feb., p. 138).

4. Eastern Canada Stevedoring (1963) Ltd., and Local 5197 of the United Steelworkers of America, Sept Iles, Que. (Conciliation Officer: C. E. Poirier) (L.G., Sept. 1964 p. 805).

5. Canadian Lake Carriers Negotiating Committee (23 companies) and Seafarers' International Union of Canada (licensed division) (Conciliation Officers: C. E. Poirier and T. B. McRae) (L.G., Aug. 1964 p. 717).

Conciliation Boards Appointed

1. Canadian Pacific Railway Company S.S. *Princess of Acadia* and Canadian Brotherhood of Railway, Transport and General Workers (engineer officers and electrical engineer officers) (L.G., Dec. 1964 p. 1108).

2. TransAir Limited, St. James, Man., and Lodge 2223 of the International Association of Machinists (L.G., Dec. 1964 p. 1108).

(Continued on page 353)

Legal Decisions Affecting Labour

Saskatchewan Court of Appeal upholds injunction restraining picketing. British Columbia Supreme Court rules arbitration board has power to adjudicate grievance, decide reinstatement

In Saskatchewan, the Court of Appeal has upheld an injunction against peaceful picketing on the ground that the predominant purpose of picketing and placarding was not to disseminate information but to induce a breach of contractual relations between the company and its employees and between the company and its subcontractors.

In British Columbia, the Supreme Court refused to order the arbitration board constituted under a collective agreement to state, pursuant to the British Columbia Arbitration Act, certain questions of law arising during arbitration proceedings for the opinion of the Court, and ruled that the board had jurisdiction to adjudicate a grievance, to decide whether or not the company breached a collective agreement in discharging an employee, and whether a reinstatement order should be made.

Saskatchewan Court of Appeal . . .

. . . rules that picketing whose purpose is to induce breaches of contracts is unlawful

On June 26, 1964, the Saskatchewan Court of Appeal upheld an order of Chief Justice Bence granting an injunction restraining the members of the Construction and General Labourers Local Union No. 890 from picketing or placarding the building projects of Poole Construction Company Limited. The Court held that the predominant purpose of the picket line was not to disseminate information but was to create a situation that would result in a cessation of work and bring about a breach of contractual relations between the company and its employees, and between the company and its subcontractors.

It was further held that in Saskatchewan it was not a condition precedent to the commencement of a representative action for damages to prove the existence of a trust fund available to satisfy the claim.

Poole Construction Company Ltd., a general contractor, had entered into a contract to construct four buildings for the University of Saskatchewan. The company, in the ordinary course of its business as a contractor,

entered into four contracts with Stodola Concrete (Sask.) Ltd. for the supplying and placing of concrete for the buildings. Stodola Company was "non-unionized."

The Construction and General Labourers Union, Local 890, was the certified bargaining agent for Poole's employees and entered into a collective bargaining agreement with the company, effective April 10, 1963. The agreement did not require Poole Construction Company to deal only with subcontractors employing union men. The union was aware that three of the contracts with Stodola Company were in existence prior to the collective bargaining agreement being signed.

When, in June, Stodola Company delivered concrete to the projects, the union representatives set up a picket line. As a result, all of Poole's employees and those of various subcontractors left and refused to work.

The number of pickets was comparatively few and the picketing was peaceful. The placards displayed read: "Union Men Refuse to Work with Men Receiving Less Wages and Conditions"; "Take Notice that Stodola Concrete Not Paying Rates and Conditions"; "Take Notice that Poole Construction Company Limited Subcontracting to Contractors Not Paying Rates and Conditions".

Conflicting affidavits were filed with the Court on behalf of Poole Construction Company and the union. From the affidavits filed on behalf of the company there was evidence of coercion and intimidation, which was denied in the affidavits filed on behalf of the union. Mr. Justice Brownridge, in his reasons for judgment, stated that if the evidence on behalf of the company were accepted, there was proof of unlawful means in relation to the tort of conspiracy. The Chamber judge, however, did not make any finding on this matter and rested his judgment on the unlawful purpose of the picket line rather than the unlawful means alleged to have been employed.

Although it would be open for the Court of Appeal to deal with this aspect of the case, the main argument on appeal was directed to the purpose for which the picket line

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

was established, and this was the matter which Mr. Justice Brownridge considered, after dealing with a number of preliminary objections.

One of the preliminary objections disposed adversely to the union by the Chamber judge was that, before commencing its action for an injunction and damages, the company was required by Rule 45* to obtain a representative order of the Court based on material showing: (a) that the persons proposed to be sued can be fairly stated to represent all others having the same interest in the cause; (b) that the body of persons sought to be sued through such representatives are possessed of a trust fund available to satisfy the plaintiff's claim; and (c) that the persons designated as representatives have the management of the affairs of the union sought to be sued and have access to the trust fund. These propositions were based on Ontario decisions.

Mr. Justice Brownridge, in considering these objections, noted the present law and practice in Saskatchewan. The interpretation of Rule 45 is that it was only when one or more persons sought to *defend* in any representative action that they were required to be authorized by the Court so to do and that no order to sue in a representative capacity was required. Similarly, in cases involving labour unions, practice has not required either a representative order or proof of the existence of a trust fund as a condition precedent to commencing an action.

Further, the authorities stated that a trade union cannot sue in its own name nor can it be sued. But a trade union can sue in a representative action and may be sued in such an action if the parties selected as defendants are persons who from their positions may be taken to fairly represent the union. He further noted that the difficulty in enforcing any judgment that may be obtained is not a matter to be considered on the application.

In its pleadings the company alleged that the union was possessed of a trust fund that could be resorted to in satisfaction of the company's claims, but no evidence was adduced to establish this allegation. Counsel for the company conceded that to enforce a judgment for damages in a representative action against a union he would have to establish that he had in fact sued the trustees of the union funds if he wished to resort to those funds for the satisfaction of the judgment.

*R. 45 of the Queen's Bench Rules provides:

"45. Where there are numerous persons having the same interest in one cause or matter, one or more of such persons may sue or be sued, or may be authorized by the court to defend in such cause or matter, on behalf of or for the benefit of all persons so interested."

Mr. Justice Brownridge ruled that in Saskatchewan it is not a condition precedent to the commencement of such a representative action for damages against the union to prove the existence of a trust fund.

Another preliminary objection raised was that the company's pleadings disclosed no cause of action and, specifically, that the claim for unlawful conspiracy could not be maintained. The Chamber judge rejected this argument and pointed out that it was unnecessary for his disposition of the case to decide whether, in fact, there was a trade dispute. He left that matter to be decided by the trial judge but indicated that, in his opinion, there was not a trade dispute. On the appeal, it was contended that the Chamber judge should have found that a trade dispute existed.

It was clear to Mr. Justice Brownridge that there was no dispute between the company and its employees, and he agreed with the Chamber judge that it was unnecessary to decide whether or not there was a trade dispute between the union and the company. He also shared the doubts of the Chamber judge as to the existence of a trade dispute.

Section 22 of the Trade Union Act provides: "Any act done by two or more members of a trade union, if done in contemplation or furtherance of a trade dispute, shall not be actionable unless the act would be actionable if done without any agreement or combination."

Mr. Justice Brownridge pointed out that if there was a trade dispute in this case, and if the company's claim were confined to that of a conspiracy to injure the plaintiff in his trade, then Section 22 would be a defence, because the action complained of would not be actionable if done by an individual.

But the company's claim was not confined to such a conspiracy. It was also based on the allegation that the union conspired to interfere with the contractual relations between the company and its employees and between the company and its subcontractors. He found this to be a good cause of action and quoted Viscount Simon in *Crofter Hand-Woven Harris Tweed Co. v. Veitch* (1942) AC 435, at 442:

If C has an existing contract with A and B is aware of it and persuades or induces C to break the contract with resulting damage to A, this is generally speaking, a tortious act, for which B will be liable to A for the injury he has done him.

He then stated that if the company could show that the real purpose of the conspiracy was not the advancement of the interests of the union, but was to bring about breaches of contract between the company and its employees and subcontractors, the purpose of the combination was unlawful.

Counsel for the union argued that there was no proof of the actual breaches of these contracts.

Mr. Justice Brownridge noted that the Supreme Court of Canada had held in *Gagnon v. Foundation Maritime Ltd.* (L.G. 1961, p. 939) that it was not necessary to prove that actual breaches of contract took place to sustain the plea of conspiracy where the evidence supported the allegation of wrongful conspiracy to procure, cause and induce employees to abstain from work.

Counsel for the union contended that the trial judge should have found on the evidence that the members of the trade union were entitled to peacefully placard and picket the company's work project, and that, instead of holding that their actions were for an unlawful purpose, he should have found that the object was the legitimate promotion of the interests of the union.

Mr. Justice Brownridge noted that the purpose for which a picket line is established is really a question of fact to be determined in the circumstances of each case. He arrived at the same conclusion as the Chamber judge, namely, that the predominant purpose of the picket line in the case at bar was not to disseminate information, but was to create a situation that would result in a cessation of work and bring about a breach of contractual relations between the company and its employees, and between the company and its subcontractors.

In support of this conclusion, Mr. Justice Brownridge quoted Mr. Justice Ritchie in *Gagnon v. Foundation Maritime Limited*, *supra*:

Although the picketing itself was, in my opinion, peaceful, it would be totally unrealistic to regard it as an exercise of any right of employees to peacefully inform other persons that they were on strike. There is no evidence that there was anything in the nature of a strike in progress before the placards were paraded and the picket line established. The purpose of the picketing and parading of placards was not to inform other people that a strike existed but rather to create a situation which would result in a cessation of work . . .

A further objection raised by the union was the grievance procedure provided for under the collective bargaining agreement between the union and the company had not been resorted to before the commencement of the action, in accordance with the requirement to this effect in respect to disputes as provided in the contract. Mr. Justice Macguire concurred in the reasoning of the Chamber judge that the existence of a good reason to believe that there was no genuine trade dispute warranted the granting of the injunction. He was further of the opinion that the grievance procedure provided under the contract was not applicable to the situation and facts under consideration.

The Court dismissed the appeal and ruled that the injunction be continued until the trial or other final disposition of the action. *Poole Construction Company Limited v. Horst et al.*, (1964) 49 W.W.R. Part 5, p. 270.

British Columbia Supreme Court . . .

. . . refuses to interfere with arbitration proceedings under a collective agreement

On February 24, 1964, Mr. Justice Munroe of the British Columbia Supreme Court dismissed an application by Westeel Products Ltd. for an order that an arbitration board under collective agreement be directed, pursuant to Section 22 of the British Columbia Arbitration Act*, to state in the form of a special case for the opinion of the Court, certain questions of law allegedly arising during arbitration proceedings, when the board, having been requested to state same, had declined to do so.

The Court held that it would impair the practical usefulness of boards of arbitration under collective agreement if, on every difference on the admissibility of evidence, the dissatisfied party could seek the adjournment of arbitration proceedings to have a case stated.

Further, the Court held that the board had jurisdiction under the collective agreement to adjudicate the grievances and it was for the board to decide whether a collective agreement was violated and whether a reinstatement order should be made.

The grievance arose when Westeel Products Ltd., which had a collective agreement with Local 3229 of the United Steelworkers of America, dismissed an employee for violation of one of the company's rules. In due course, the union submitted the dispute to arbitration in accordance with the provisions of the collective agreement and the board of arbitration was properly and legally constituted.

The collective agreement provided for the right of the company to operate and manage its business in all respects, and for the company's right to hire, promote, demote, lay-off and discharge the employees, provided, however, that this would not be used contrary to the provisions of the agreement. Further, the agreement provided that the disputes regarding the meaning or application or violation of the collective agreement (including a dispute as to whether or not a matter upon

*Section 22 of the Arbitration Act reads as follows:

S.22. A referee, arbitrator, or umpire may at any stage of the proceedings under a reference, and shall if so directed by the Court or a Judge, state in the form of a special case, for the opinion of the Court, any question of law arising in the course of the reference.

which arbitration had been sought came within the scope of the agreement) could be submitted to arbitration, and that, in cases of violation of collective agreement, the board may order the company to compensate the employee for lost wages.

When the board of arbitration convened in December 1963, counsel for the company raised two preliminary objections, namely (1) that the board of arbitration was without jurisdiction to adjudicate upon the grievance since it did not allege any violation of the collective agreement on the part of the employer, and (2) that under the terms of the collective agreement the board was without power to order reinstatement as claimed by the grievance.

In support of these preliminary objections, counsel for the employer, during argument, sought to introduce as evidence not only the current collective agreement, but also two previous (expired) agreements. Counsel for the union objected to the board's admitting or examining the earlier collective agreements, and his objection was sustained by the board.

Counsel for the employer then asked the board to state a case for the opinion of the Court in respect of the preliminary objections. The board refused to do so. It held that the dispute raised by the grievance was arbitrable and that it had jurisdiction to adjudicate thereupon.

Counsel for the employer then announced that the employer intended to withdraw from the hearing so as not to prejudice its position and that the employer intended to apply to the Court for an order requiring the board to state a case. Thereupon the company withdrew from the hearing. At the request of counsel for the union, the board then adjourned, without having heard any evidence, so that the union could consider its position.

The board reconvened five weeks later in the presence of all parties. Meanwhile, no application had been made to the Court by any party. Counsel for the employer again restated the preliminary objections and the board ruled again that the preliminary objections were without merit and that the grievance was arbitrable and that it should proceed to hear the evidence relating to the grievance. The board also restated its refusal to permit the employer to tender as evidence the two earlier collective agreements for the purpose of construing the present agreement.

Counsel for the employer then again applied for an adjournment to enable the employer to apply to the Court for an order requiring the board to state a case for a ruling as to whether or not the board was

right in refusing to admit in evidence the two previous collective agreements. The board ruled that the hearing should proceed.

Then the company withdrew from the hearing and the board proceeded to hear the evidence on behalf of the union. But the board has reached no decision with respect to the grievance and has made no award. Once the company made application to the Court, the board decided to give no further consideration to the matter until after the application had been heard and determined by the Court.

In its application to the Court, the company submitted several questions of law, which can be summarized as follows: Was the board correct in rejecting the company's submission that, in order to determine whether or not the board had jurisdiction to adjudicate upon the grievance and to determine whether or not it had the power to order the company to reinstate the employee, it should have admitted in evidence the two earlier collective agreements; was the board correct in holding that it had jurisdiction to adjudicate the grievance; did the board misconduct itself so as to be disqualified from making an award; whether or not, under the terms of the collective agreement, the board had the power to direct the company to reinstate the employee or merely to award lost wages.

Mr. Justice Munroe, in considering the application, noted that the issues raised were questions of law. Further, he noted that, by the terms of the collective agreement, the parties had agreed that the arbitrators should have power to interpret "the meaning or application of the agreement (including a difference relating to whether or not a matter upon which arbitration has been sought comes within the scope of the agreement)."

Mr. Justice Munroe ruled that the construction of the collective agreement having been submitted to the board, the Court could not interfere, unless there was some evidence that the arbitrators were going beyond their jurisdiction or were about to act contrary to law on a question of law other than submitted to them. Whether or not the Court ought to require a case to be stated is in the discretion of the Court.

One of the considerations that should enter into the exercise of such judicial discretion is whether or not the questions, if answered, would be conclusive of the matters in issue. Mr. Justice Munroe quoted Mr. Justice Devlin who, in *Windsor R.D.C. v. Otterway & Try Ltd.*, (1954) 1 W.L.R. 1494 at p. 1497, stated:

... the court is not at the beck and call of the arbitrator to answer whatever questions the arbitrator may want to put to it, and it is not

here to indulge in legal exercises. It is here only to answer question which it is satisfied do arise in the course of the reference and are material to be determined.

Further, Mr. Justice Munroe stated that if, on each occasion when, during a reference before arbitrators, a difference arises over the admissibility of evidence, the dissatisfied party could apply for an adjournment to have a case stated, the practical usefulness of boards of arbitration would be at an end, and the provisions relating to arbitration in the collective agreement would be nullified. That could not have been the intention of the Legislature when it enacted Section 22 of the Arbitration Act, nor was it the intention of the parties to the collective agreement when they agreed to the arbitration procedure contained therein.

Further, Mr. Justice Munroe ruled that he would not exercise his discretion in favour of the applicant company because, in his opinion, the board of arbitration had jurisdiction to adjudicate the grievance and to decide whether or not the company breached the collective agreement when it discharged the employee in question.

If the board found that the employer had breached the agreement, it would be for the board to determine whether or not, upon a proper construction of the collective agreement when read in the light of S. 22(5) of the B.C. Labour Relations Act, it had the power to order reinstatement. If the Court were to answer that question, it would be

adjudicating upon "the meaning . . . of the Agreement," and the parties have, in the collective agreement, expressly reserved such matters for determination by the board.

As to the refusal by the board to admit in evidence and consider the terms of the earlier collective agreements, Mr. Justice Munroe held that a ruling as to admissibility of such evidence would not necessarily be decisive of anything and, in any event, the company's objection should have been dealt with in final argument and not as a preliminary objection. He believed the application to find this evidence was made prematurely.

As to the allegation that the board had been guilty of misconduct, Mr. Justice Munroe could find no support for this allegation. When the board adjourned its sittings for the first time, the company had ample opportunity to consider its position and to make an application to the Court. The board was under no duty to accede to the company's request for a further adjournment. The employer elected at its peril to withdraw from the hearing and could not complain that the board proceeded in its absence.

The Court dismissed the company's application and, pursuant to Section 12 of the Arbitration Act, extended the time for making an award by the arbitration board. *Re Westeel Products Ltd. and United Steelworkers of America, Local 3229*, (1964) 44 D.L.R. (2d), Parts 5 & 6, p. 325.

Recent Regulations under Provincial Legislation

*New general minimum wage order in Nova Scotia is province's first to cover men as well as women; women's rates increased.
Ontario extends minimum wage law to seasonal tourist industry*

In Nova Scotia, a new general minimum wage order and a new order for beauty parlours, the first such orders to cover men as well as women, went into force on February 20.

Under the general order, the minimum hourly rate for experienced male employees 17 years and over is \$1.05 in Zone 1A, 95 cents in Zone 1B and 85 cents in Zone II; the corresponding minimums for women are 80 cents, 70 cents, or 60 cents. Lower rates are set for inexperienced workers and for persons under 17.

In beauty parlours, the minimums for experienced workers are 80 cents, 70 cents or 60 cents an hour.

In Ontario, three new general minimum orders issued in January brought the seasonal tourist industry under the minimum wage program initiated two years ago. As a result, men in seasonal tourist establishments are now, for the first time, subject to minimum wage provisions, and minimum rates for female employees in such places have been brought into line with those set for women in other workplaces.

New regulations under the Ontario Workmen's Compensation Act set out the details of the demerit system and made some changes in coverage.

NOVA SCOTIA MINIMUM WAGE ACT

In Nova Scotia, a new general minimum wage order applicable to men and women, and a special order for beauty parlour employees were gazetted on February 10 and went into force on February 20. These replace three 1958 orders that applied only to women.

As well as extending coverage to men, the new orders fix higher minimum rates for women and require the payment of one and one-half the regular rate for all hours worked in excess of 48 in a week and for work on eight specified holidays.

Rates are again set on a zone basis but the zone boundaries have been changed. Under the general order, the rates for experienced male workers 17 years and over are \$1.05, 95 cents and 85 cents an hour, depending on the location. The corresponding rates for women are 80 cents, 70 cents and 60 cents, which are also the minimums set in the beauty parlour order for experienced workers of either sex.

According to press reports, the Minister of Labour said that the new rates were recommended only after careful deliberation. The Department of Labour conducted an extensive survey to obtain information regarding rates of wages and hours of work in industries and businesses in the province.

Later, the Minimum Wage Board held public hearings in 12 communities and heard more than 100 representations. These last included 44 from owners or managers of businesses and from public organizations, 24 from organized labour, 27 from individual employees relating their personal situations, and 7 from churches and welfare councils.

General Order

The new general order covers all employees in the province except: farm labourers, domestic servants, apprentices covered by an apprenticeship agreement under the Apprenticeship and Tradesmen's Qualifications Act, persons receiving training under government-sponsored and government-approved plans, forest firefighters subject to the Lands and Forests Act, and beauty parlour employees.

The following other employees also are exempted until the Minimum Wage Board orders otherwise:

(a) employees who are members of a bargaining unit represented by a union certified by the Nova Scotia Labour Relations Board;

(b) employees covered by a collective agreement;

(c) employees on whose behalf negotiations are being carried on between a union and an employer with a view to the renewal or revision of a collective agreement; and

(d) employees who were covered by an agreement with respect to which a notice of a desire to negotiate has been given in accordance with the Trade Union Act.

As noted above, the province is again divided into three zones for minimum wage purposes—Zone 1A, Zone 1B and Zone II. Zone 1A comprises Halifax-Dartmouth and Sydney and all surrounding area within a radius of 10 miles of each of these places. Zone 1B consists of the town of New Glasgow and places within a 10-mile radius and the towns of Truro, Amherst and Yarmouth and the areas within a five-mile radius of these towns. Zone II comprises that part of the province not included in the other two zones.

As indicated above, the new general minimum wage order not only fixes different rates for different areas of the province but also sets lower minimums for female employees, for persons in the 14 to 17 age-group and for inexperienced workers. The rates for female employees are 25 cents less than the corresponding male rates. In each zone, the minimum for an employee 14 to 17 years of age is 15 cents less than the applicable adult rate.

A differential of 15 cents is also set for inexperienced workers, that is, employees with less than 350 hours' experience in the kind of work they were hired to do. The number of inexperienced workers who may be employed in one establishment is limited, however. An employer may not pay the inexperienced hourly rate to more than 25 per cent of his total working force, except that, if he employs seven persons or fewer, he may pay learners' rates to two inexperienced employees. The order further provides that a casual employee 17 years of age and over must be paid at the appropriate experienced rate, whatever his experience. Under a system of individual permits, provision is made for the payment of lower rates to handicapped persons. Upon the application of the employer, the Minimum Wage Board may issue a permit authorizing the payment of a lower minimum rate to a handicapped person. In each case, the permit will specify the rate to be paid.

The minimum rates set in the general order are as follows:

ZONE 1A

Halifax-Dartmouth and all surrounding area within a radius of 10 miles, Sydney and all surrounding area within a radius of 10 miles.

	<i>Rate per Hour</i>	
	<i>Male</i>	<i>Female</i>
<i>Experienced</i>		
17 years of age and over	1.05	.80
<i>Inexperienced</i>		
17 years of age and over; and persons from 14th birthday until 17th birthday .....	.90	.65

ZONE 1B

New Glasgow and all surrounding area within a radius of 10 miles; Truro, Amherst and Yarmouth and all surrounding area within a radius of 5 miles.

<i>Experienced</i>		
17 years of age and over .....	.95	.70
<i>Inexperienced</i>		
17 years of age and over; and persons from 14th birthday until 17th birthday .....	.80	.55

ZONE II

All parts of the province not included in Zones 1A and 1B.

<i>Experienced</i>		
17 years of age and over .....	.85	.60
<i>Inexperienced</i>		
17 years of age and over; and persons from 14th birthday until 17th birthday .....	.70	.45

Women's Rates Increased

These new rates represent a considerable increase in women's minimum wage rates. Under the former general order, the minimum wage payable to experienced women for a 48-hour week was \$21.60, \$19.20 or \$14.40, depending on the zone (45 cents, 40 cents or 30 cents, if calculated on an hourly basis).

As a result of the new general order, the rate for experienced women who normally work 48 hours a week has been increased by 35 cents an hour in Halifax and Sydney, by 30 cents in Yarmouth and by 25 cents in the New Glasgow, Amherst and Truro areas. In other places, rates for experienced women workers have been raised by 20 or 30 cents.

In the fish processing industry, where a minimum of 45 cents an hour was formerly set, rates for experienced women have been increased by 35, 25 or 15 cents an hour, according to the location.

The order makes it quite clear that an employee paid on a piecework basis is to be paid not less than the applicable hourly rate for the number of hours worked, regardless of the amount earned in accordance with the established piecework rates.

There is no change in the provision respecting waiting time. As before, all time during which an employee is required to wait for

work on the premises of the employer is to be counted as time worked.

A provision not in earlier orders stipulates that a period of 15 to 30 minutes is to be counted as a half-hour and must be paid for at the applicable minimum hourly rate. Similarly, an employee who works more than 30 minutes but less than one hour is to be credited with one hour's work.

Call-in Pay

Another new feature is the provision for call-in pay. An employee who is recalled to work outside his scheduled working hours must now be paid for at least three hours, whether or not he works three hours.

The minimum rates set in this order are for a maximum work week of 48 hours and time and one-half the regular rate must be paid for all time worked in excess of this weekly limit. In the transport industry, however, an employee who is required to be away from his home base overnight must be paid time and one-half his regular rate for time worked in excess of 96 hours in any two consecutive weeks.

Time and one-half the regular rate must be paid also for time worked on any of the eight general holidays specified. An exception is, however, made for employees in motels, hotels, restaurants or tourist resorts.

These employees may be paid the regular straight time rate for work performed on a holiday.

In line with previous practices, the new general order limits the amounts that an employer may deduct from the minimum wage for board or lodging. The maximum weekly deductions now permitted are as follows: \$10 for board and lodging; \$7 for board only, and \$3 for lodging only. The maximum deduction for a single meal is 40 cents. The order further provides that an employee may not be charged for a meal he did not receive.

An employer who requires an employee to wear a uniform or other special wearing apparel must not make any charges or deductions from the minimum wage for the use, purchase or laundering of the uniform or wearing apparel. If the employee is required to launder uniforms or wearing apparel, he must be compensated for such work at the prevailing laundry rates.

Wages are to be paid promptly at regular intervals not exceeding semi-monthly.

Order for Beauty Parlours

The order for beauty parlours covers any establishment where hairdressing, permanent waving, manicuring and similar occupations connected with beauty culture are carried on.

As indicated above, this order sets rates on a zone basis, with the same zone boundaries as the general order, but does not differentiate on the basis of sex or age. A lower rate is, however, set for beauty operator students whose total period of instruction and training with one or more employers or in one or more schools has not exceeded nine months. The order also permits the

payment of a lower rate to handicapped employees under a permit from the Minimum Wage Board.

The minimum for experienced beauty parlour employees is 80 cents an hour in Zone 1A, 70 cents in Zone 1B and 60 cents in Zone II.

The rates for inexperienced workers are considerably lower. No minimums are set for the first three months of the learning period. The minimum payable to beauty operator students during the second three-month period is 30 cents an hour in Zone 1A, and 25 cents in Zone 1B and in Zone II. In the next three-month period, inexperienced employees must be paid at least 55 cents an hour in Zone 1A, 50 cents in Zone 1B and 40 cents in Zone II.

The number of persons being paid at students' rates is limited, however. The order stipulates that the number of employees who are being trained as beauty operator students in any establishment may not exceed 25 per cent of the total work force covered, except that an employer with seven employees or less may employ two students.

All the rates set in the beauty parlour order are for a maximum work week of 48 hours and time and one-half the regular rate must be paid for all time worked in excess of the weekly limit. Time and one-half the regular rate must also be paid for work on any of the eight holidays specified.

Unlike the general order, the order for beauty parlours does not provide for minimum call-in pay nor does it require employers to pay employees for waiting time.

The provisions respecting uniforms, deductions for board and lodging, and semi-monthly pay are similar to those in the general order.

ONTARIO MINIMUM WAGE ACT

In Ontario, the three general minimum wage orders and three special orders governing hotels and restaurants issued in the last two years have been consolidated into three general orders, which together cover almost all employees in the province.

No changes have been made in the minimum rates but coverage has been extended to seasonal tourist establishments, and some other provisions have been clarified.

The most important change was the extension of coverage to tourist establishments operating fewer than six months of the year. These places were exempted from the 1964 orders, which extended the minimum wage program initiated the previous year to men and women in all parts of the province.

At that time, an official of the Ontario Department of Labour said that it was thought that the tourist industry could not

be fairly brought under the new regulations on short notice. He said that further study was needed due to the special employment patterns of the tourist industry and its economic importance to the province.

As a result, male employees in seasonal tourist establishments were left without minimum wage protection until February 1, when the new orders went into force. Female workers employed in such places continued to be governed by the old general order for women, which set considerably lower rates than those established for other workplaces.

Zones

For minimum wage purposes the province is again divided into three zones—the Oshawa-Toronto-Hamilton Zone, the Southern Ontario Zone and the Northern Ontario Zone. The geographic coverage of the zones

is unchanged but the boundaries of the Northern Ontario Zone are more clearly defined than formerly.

The Oshawa-Toronto-Hamilton Zone, as before, includes not only the three cities specified but also 16 towns, 8 villages and 18 townships.

The Southern Ontario Zone takes in not only more highly industrialized and more populous parts of Southern Ontario, including the Ottawa area, but also five districts in Northern Ontario where economic conditions are similar to those in the southern part of the province. These last include the cities of Fort William, Port Arthur, Sudbury, Sault Ste. Marie and North Bay and the towns of Chelmsford, Copper Cliff, Coniston, Lively and Timmins.

The Northern Ontario Zone comprises not only most of Northern Ontario (except the five areas mentioned above) but also the more sparsely populated and less industrialized parts of Southern Ontario. The new order, however, specifically lists the counties and districts or parts thereof included in this zone.

They include: the whole of the counties of Bruce, Grey, Lanark, Prescott and Russell, Renfrew, Simcoe, and the Provisional County of Haliburton; almost all of Dufferin and Huron Counties, and specified parts of the counties of Carleton, Frontenac, Hastings, Leeds and Grenville, Lennox and Addington, Northumberland and Durham, Ontario, Peterborough, Victoria and York and of the County of Stormont, Dundas and Glengarry; the whole of the districts of Kenora, Manitoulin, Muskoka, Parry Sound, Rainy River and Timiskaming, as well as those sections of the districts of Algoma, Cochrane, Nipissing, Sudbury and Thunder Bay not included in the Southern Ontario Zone.

Coverage

Apart from bringing seasonal tourist establishments under the new minimum wage program, the new orders make no other changes in coverage, except to add dental hygienists and radiological technicians to the list of professional employees excluded from the legislation.

The new orders apply to almost all workers in the province. Apart from professional employees, the main exemptions are registered apprentices; residential building superintendents, janitors or caretakers who live on the premises; domestic servants; farm workers; commercial fishermen; salesmen who determine their own hours; and a few minor occupational groups.

Ambulance drivers and their helpers also continue to be excluded, as a further regula-

tion has been issued suspending the application of the minimum wage orders to these employees.

Minimum Rates

As noted above, there has been no change in policy as regards to wage rates. The objective is to establish by December 27, 1965 a general minimum wage of \$1 an hour for experienced men and women in all parts of the province. This \$1-an-hour rate is presently payable to all experienced employees in the Oshawa-Toronto-Hamilton Zone and to male workers in the Southern Ontario Zone.

The minimum for women in the Southern Ontario Zone remained 95 cents an hour until March 30, when it was increased to \$1. In the Northern Ontario Zone where a longer period of adjustment is again permitted, the minimum for both men and women is 90 cents an hour until December 27, 1965, when the \$1-an-hour rate goes into force.

As well as providing for a minimum wage of \$1 an hour, the new orders set lower minimums for certain part-time and seasonal workers and for persons under 18 employed as messengers, delivery boys, etc. Some training rates are also provided.

As before, a minimum of 80 cents an hour (75 cents in the Northern Ontario Zone until December 27, 1965) is set for seasonal cannery workers employed for not more than 16 weeks in a calendar year and for students. The provisions respecting students have been amended to make it clear that this 80-cent rate applies to students employed 28 hours a week or less during the school year and to students employed during the Christmas and Easter vacations and during the period May 15 to September 15, irrespective of the number of hours worked in a week.

A minimum of 60 cents an hour (50 cents in the Northern Ontario Zone until December 27, 1965) is again set for persons under 18 working as messengers or delivery boys, newsboys, pin setters or shoeshine boys, or employed as gold caddies or in the professional shop at a golf course, in a public library, or in an amusement or refreshment booth at a fair or exhibition held in whole or in part by an association under the Agricultural Societies Act or the Agricultural Associations Act.

Learners

In dealing with learners, the orders again distinguish between piecework and non-piecework employment and, as before, set out special rules for learners in the hotel and restaurant business and for student learners.

During the first four months of employment, a learner who is not paid on a piecework basis (other than a learner in the hotel and restaurant business) may be paid up to 10 cents an hour less than the applicable minimum hourly rate.

In piecework employment, a six-month learning period is again permitted with no change in differentials. A pieceworker may be paid up to 20 cents less than the prescribed minimum during the first three months of his employment and up to 10 cents less during the next three-month period.

A learner in the hotel or restaurant business or a student learner other than one employed for 28 hours a week or less may be paid 10 cents less than the applicable minimum hourly rate during his first month of employment. This provision does not apply, however, to cleaners or janitors or persons performing similar maintenance duties on the premises of the employer.

The provision limiting the number of learners employed in an establishment has been amended slightly. It now provides that the number of persons employed as learners, other than students who work 28 hours or less a week, may not exceed one-fifth of the total number of employees in the establishment, except that an employer with fewer than five employees may employ one learner.

As before, certain classes of employees may not be paid learners' rates even though inexperienced. They are:

- persons holding a certificate of apprenticeship or a certificate of qualification under the Apprenticeship and Tradesmen's Qualification Act, 1964 or any earlier Act;

- office workers who hold a secondary-school graduation diploma of a commercial course or who have completed a course in business or office practice provided by a registered trade school;

- part-time workers employed for less than 28 hours a week; and

- persons subject to the special provisions for persons under 18, students and seasonal cannery workers.

Effect of Orders

As indicated above, the main impact of the new orders will be on seasonal tourist establishments in the Southern Ontario and Northern Ontario Zones. Male employees in such places, previously without minimum wage protection, will now be entitled to the minimum set for other male workers in the same occupational category.

Women will also benefit because the new orders not only set higher minimum rates than the old general order that previously governed the seasonal tourist industry but have also shortened the learning period from

six months to one month. For example, this summer, women with one month's experience who work 48 hours a week must be paid at least \$48 in resorts in the Southern Ontario Zone and \$43.20 in tourist establishments in the Northern Ontario Zone. Previously, the minimum for women with one month's experience was \$26, \$24 or \$22, depending on the location of the tourist establishment.

Other Provisions

The orders provide for minimum call-in pay, stating that every employee, other than a student, who reports for work in response to a call from the employer must be paid for at least three hours, whether or not he works three hours. An exception is again permitted if the employer is unable to provide work for the employee because of fire, power failure or like causes of work stoppage beyond the control of the employer.

The provisions in the former orders for hotels and restaurants limiting the value that may be placed on board and lodging provided as part of wages have been incorporated in the new general orders with some minor changes. The maximum amounts at which meals or a room or both may be valued are: 50 cents per meal for each period of at least four hours worked in a day and an additional 50 cents per meal when more than two hours remain after the employee's work week has been apportioned among all such four-hour periods; \$5 per week for a room, \$15 for a week's lodging (now defined as a room and three meals per day for a seven-day week).

Standards are again laid down for rooms. Every room must be properly lighted, heated and ventilated and accessible to proper toilet and washroom facilities. It must be reasonably furnished and supplied with clean bed linen and towels at least once a week.

The provisions in last year's orders limiting the occupancy of a room to one person, a married couple, or by agreement to two persons of the same sex, have been dropped. As a result, employers are now allowed to house employees in dormitories, provided the other standards are observed.

Orders Rescinded

The new orders (O. Reg. 6/65, O. Reg. 7/65 and O. Reg. 8/65) were gazetted on January 23 and went into force on February 1.

The following regulations are revoked: Regulation 437 of the Revised Regulations of Ontario, 1960, and Ontario Regulations 133/63, 135/63, 136/63, 95/64, 96/64, 97/64, 98/64, 100/64, 101/64, 103/64, 127/64, 128/64, 143/64, 144/64, 145/64, 146/64, 147/64, 148/64, 218/64, 255/64, 256/64, and 258/64.

ONTARIO WORKMEN'S COMPENSATION ACT

Amendments to the regulations under the Ontario Workmen's Compensation Act, gazetted on January 30 as O. Reg. 16/65, introduced some changes in coverage and set out details of the demerit system that the Workmen's Compensation Board was authorized to establish by a 1964 amendment to the Act.

One amendment brought the business of an architect, an occupation previously excluded, within the scope of the Act.

Other new provisions added the following industries or occupations to the Schedule of Industries under the collective liability provisions of the Act: prospecting and development work; land surveying; line cutting; mining consultants, engineers, geologists, geochemists and geophysicists; photographic finishing; steam cleaning, other than buildings; subway construction; landscaping or sodding; inspection or testing of construction projects and operating installations; inspection by radiation devices; the operation of research laboratories, including inspection or testing; the packaging business; commissionaires or security services; and the business of accountants, architects, draftsmen or engineers.

As indicated above, the new regulations set out the details of the demerit system authorized last year. This system is intended to promote safer working practices by providing for an increase in any employer's

assessment if his accident record is consistently higher than the average for the industry.

The new regulations provide that an assessment may be increased where an employer within an individual rating classification

(a) has incurred in two of the last three complete years of operation a deficit accident cost experience, including his proper share of administration, safety and other expenses;

(b) has incurred a lifetime deficit accident cost experience, including his proper share of administration, safety and other expenses; and

(c) has incurred during two of the last three complete years of operation a frequency rate of compensable accidents at least 25 per cent higher than the average rate in the industry in which he is classified.

Any additional assessment to be levied is to be based on the actual payroll for the last complete year of operation under review. The first increase in assessment is to be 100 per cent of the assessment based on the individual rating classification of the employer. The amount of any subsequent increase in assessment is left to the discretion of the Board.

The provisions setting out the first-aid requirements also were amended to make it compulsory to provide all motive power units of all railways, other than units used in yard service, with a first-aid box equipped with the prescribed articles.

Conciliation Proceedings

(Continued from page 342)

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in January to deal with a dispute between United Grain Growers Ltd.; Alberta Wheat Pool; Saskatchewan Wheat Pool; Pacific Elevators Limited; and Burrard Terminals Limited, Vancouver, and Local 333, Grain Workers Union, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., March p. 251) was fully constituted in February with the appointment of R. J. S.

Moir of Vancouver as Chairman. Mr. Moir was appointed by the Minister on the joint recommendation of the other two members of the Board, W. S. Neal of Winnipeg and E. P. O'Neal of Vancouver, who were previously appointed on the nomination of the companies and union, respectively.

Settlement Reached by Direct Negotiations before Conciliation Board Fully Constituted

Canadian Broadcasting Corporation and Canadian Wire Service Guild, Local 213, American Newspaper Guild (L.G., Nov. 1964 p. 990).

Monthly Report of Placement Operations of the National Employment Service

February total of placements was largest for that month since 1945, was 7.2 per cent higher than total in same month last year, 15.3 per cent higher than average of previous five years

In February, 71,500 placements were reported by local offices of the National Employment Service. This total was the largest for the month of February since 1945, and was 7.2 per cent higher than the total in the same month last year.

It was also 15.3 per cent above the average for February during the previous five years.

Regional distribution of February placements, with percentage change from February 1964, was as follows:

Atlantic	4,700	— 2.2
Quebec	21,700	+ 1.4
Ontario	25,200	+10.5
Prairie	12,600	+11.4
Pacific	7,300	+14.2
CANADA	71,500	+ 7.2

Regular Placements

Regular placements (those where employment is expected to last for more than six working days and does not involve the movement of a worker from one area to another) numbered 49,800. Although this was an increase of only 0.6 per cent over the total in February of 1964, Quebec was the only region where such placements actually decreased; in that region, 1965 figures reflected the completion of a number of projects under the Municipal Winter Works Incentive Program.

Regular placements accounted for 69.6 per cent of all placements made in February, a decrease from the 74.2 per cent in February of last year.

The decrease in the proportion of regular placements was brought about by a marked increase in the number of casual placements, particularly in Ontario and Quebec, where severe weather created a considerable demand for casual workers to assist in snow removal.

During the first two months of 1965, a total of 149,400 placements were made, a total 6.6 per cent higher than during the comparative period in 1964. The regional

distribution of the cumulative placements, with the percentage change from 1964, is:

Atlantic	10,000	— 4.7
Quebec	47,300	+ 3.8
Ontario	50,800	+ 6.1
Prairie	25,300	+ 7.5
Pacific	16,000	+25.9
CANADA	149,400	+ 6.6

Male placements during February numbered 49,200, an increase of 10.8 per cent from the number in February 1964. With the exception of the Atlantic, all regions recorded increases.

The cumulative total of male placements for the two-month period, at 103,100, was 10.4 per cent higher than the total for the comparable period in 1964.

Female placements in February, at 22,300, were virtually unchanged from the total in the same period in 1964. Small decreases in the Quebec and Ontario regions offset minor increases in the other regions.

The national cumulative total of female placements recorded a slight decrease of 1.1 per cent from the 1964 two-month total.

Placements involving the movement of workers from one area to another numbered 2,700. This represented an increase of 1.6 per cent over the figure for February 1964, but a fractionally smaller share of all placements, 3.8 per cent compared with 4.0 per cent last year. The increase was due entirely to a greater number of transfers among male workers, particularly in the Atlantic and Pacific regions.

Vacancies

Vacancies notified by employers to NES offices numbered 95,500, an increase of 9.3 per cent over the number in February 1964, and of 22.7 per cent over the average for the month during the previous five years. The cumulative total for the first two months of 1965 was 195,100, the largest total for this period since 1947.

Vacancies for men, at 62,700, were 14.0 per cent higher than in February 1964. This

increase was common to all regions, ranging from 0.4 per cent in the Atlantic to 21.7 per cent in the Pacific region.

Female vacancies at 32,700, showed an increase of 1.2 per cent over the number in

the corresponding month last year. There was a decrease of 2.5 per cent in Ontario but all other regions recorded increases, ranging from 1.7 per cent in the Atlantic to 9.6 per cent in the Pacific.

Placements in Agriculture, January-October 1964

Placements in agriculture by National Employment Service local offices during the first ten months of 1964 totalled 113,516, it was reported by William Thomson, NES Director, in a paper presented at the Federal-Provincial Agricultural Conference (L.G., Jan., p. 23).

Of this number, 54,971 were casual placements (lasting six days or less) and 11,981 were placements involving the transfer of workers from one local office area to another. The remaining 46,564 were regular placements, i.e., of more than six days duration.

Placements for the full year 1964 will probably reach 116,000, the highest total for the past ten years except for 1962 and 1963.

The 113,516 placements during the January-to-October period represented a decrease of 8,563 or 7.0 per cent from the 122,079 placements made during the corresponding ten months of 1963. Decreases were recorded in all regions, and ranged from a decrease of 0.7 per cent in the Prairie region to one of 12.2 per cent in Ontario.

The total included 80,816 male placements and 32,700 female placements. Some 18,000 of the female placements were in the Pacific region and 9,700 were in Ontario. Thus, female placements in the Pacific and Ontario regions represented 84.7 per cent of all female placements. The bulk of these were casual placements.

Substantial numbers of workers were moved across the border for harvesting operations in the United States. These totalled some 7,000 and included 6,300 potato pickers recruited in Quebec and New Brunswick for work in Maine. Some 1,500 tobacco harvesters from the United States were employed in Ontario and about 30 in Quebec.

Several hundred apple pickers were recruited in Nova Scotia, New Brunswick and Quebec for work in the United States whereas fewer than 100 entered Quebec from Vermont and New York. About 600 workers from New Brunswick were moved across the border to Maine for spring farm work.

Mass movements of workers within Canada included 2,100 workers from Saskatchewan and Alberta for sugar beet thinning in the Lethbridge area. Most of these were Indians from reserves. More than 500 potato pickers from Nova Scotia and New Brunswick were recruited for potato picking work in Prince Edward Island. About 600 workers from the Maritime Provinces were moved to Ontario for hay and grain harvesting.

NES placements in agriculture have increased over the past ten years. The increases have occurred largely in the Eastern provinces, particularly Quebec. Placements have remained relatively stable in the Prairie Provinces and in British Columbia, except that in the latter province, placements dropped considerably in 1956 and 1957.

Industrial Fatalities

(Continued from page 328)

tractors and loadmobiles, 10 involved railways, 2 involved aircraft, and 1 involved other transportation agencies.

Of the 72 fatalities that were caused by "falls and slips" all but 12 were falls from different levels, such as buildings, roofs, scaffolds, bridges, etc., into harbours, rivers, lakes, sea, shafts, pits, excavations, etc.

Thirty-six fatalities were in the category of being caught in, on or between. Most of them involved tractors, loadmobiles, automobiles, trucks, machinery, belts, pulleys, chains, lines, hoisting or conveying apparatus, trains or other railway vehicles.

The remaining 57 fatalities were distributed as follows: 15 were the result of inhalations,

absorptions, asphyxiations and industrial diseases, 12 were caused by conflagrations, temperature extremes and explosions, 10 were under the heading of miscellaneous accidents, 9 were the result of over-exertion, 8 were caused by electric current, and 3 were in the category "striking against or stepping on objects."

Province of Occurrence

By province of occurrence, the largest number of fatalities, 89, were in Ontario. In Alberta there were 57, in British Columbia 52, and in Quebec 48.

During the quarter there were 110 fatalities in October, 98 in November, and 115 in December.

Monthly Report on Operation of the Unemployment Insurance Act

Total of claimants for unemployment insurance benefit at end of January was 15 per cent higher than at end of December but was 8 per cent less than the total on January 31 of last year

Claimants for unemployment insurance benefit on January 29 numbered 547,800, about 15 per cent more than the December 31 total of 478,200, but 8 per cent less than the total of 598,600 on January 31, 1964.

Males made up 85 per cent of the increase during January and nearly all of the decrease from the previous year. Females accounted for 20 per cent of the increase in seasonal benefit claimants during January, and at the end of the month their numbers were only slightly lower than they had been the year before. Among the regular benefit claimants, however, there was scarcely any change in the number of females.

Seasonal Benefit

The figure for January of this year comprised 425,900 claimants for regular benefit and 122,000 claimants for seasonal benefit, compared with 459,800 regular and 139,000 seasonal benefit claimants on January 31, 1964. On December 31, there were 407,100 regular benefit, and 71,200 seasonal benefit claimants.

Regular benefit claimants thus increased by almost 20,000 in January but declined by about 35,000 from a year earlier. Seasonal benefit claimants increased by 50,000 in January but decreased by between 15,000 and 20,000 from a year earlier.

The higher proportionate increase in seasonal compared with regular benefit claimants in January is influenced by two things: (1) the largest number of seasonal benefit claims are made in December and January, and (2) a significant proportion of the initial cases awaiting adjudication that were temporarily classed as regular on December 31 are later found to be qualified only for seasonal benefit.

Initial and Renewal Claims

A total of 230,200 initial and renewal claims were filed during January. This was 86,000, or 27 per cent, less than in December, and more than 10 per cent below the total at the end of January 1964. The present total is the lowest number of claims filed for the month of January since 1953.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

About 85 per cent of the claims filed in January came from persons who had been separated from employment during the month.

Beneficiaries and Benefit Payments

The average number of beneficiaries was estimated at 398,100 for January, 236,900 for December, and 440,900 for January 1964.

Benefit payments amounted to \$39,800,000 in January, \$24,500,000 in December and \$46,400,000 in January 1964.

The average weekly payment was \$25.02 in January, \$24.62 in December, and \$25.07 in January 1964.

Insurance Registrations

On January 31, insurance books or contribution cards had been issued to 5,036,406 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1964.

On the same date, registered employers numbered 341,363, an increase of 697 since December 30.

Enforcement Statistics

During January, 8,796 investigations were conducted by enforcement officers across Canada. Of these, 6,190 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 375 were miscellaneous investigations. The remaining 2,231 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 224 cases, 89 against employers and 135 against claimants.* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 734.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in January totalled \$34,286,327.01, compared with \$30,451,708.80 in December, and \$30,782,410.60 in January 1964.

* These do not necessarily relate to the investigations conducted during this period.

Benefits paid in January totalled \$39,845,-991.38, compared with \$24,497,809.40 in December, and \$46,411,645.40 in January 1964.

The balance in the Fund on January 31 was \$75,796,646.27, on December 31 it was \$81,356,310.64, and on January 31, 1964, it was \$42,895,204.45.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2438, October 30, 1964

Summary of the Main Facts: This is an appeal to the Umpire by the insurance officer from the unanimous decision of a board of referees regarding the allocation of holiday pay received by the claimant during a recognized holiday period at the claimant's place of employment while he was in receipt of unemployment insurance benefit, pursuant to section 66 of the Act.

The claimant made a claim for benefit on June 12, 1964. He declared that he was last employed by a shingle mill as shingle sawyer from February 1963 to June 9, 1964. He gave as reason for his unemployment "I was laid off due to high water."

The claim was allowed and on June 19 the claimant became incapable of work but continued to be paid benefit under section 66 of the Act.

On July 27 the employer provided the following information:

[Claimant] has not taken his holiday as per our discussion, as you will recall this mill was shut down due to high water on June 10, and we started operation on June 22, 1964. Our designated holiday period started July 20 and the mill will start operation on August 3, 1964. [Claimant's] average hourly earning for his last pay period amounts to \$3.12 per hour. We have released [claimant's] holiday pay cheque to him in the amount of \$245.06.

On July 30 the claimant wrote the local office stating:

I have received \$245.06 holiday pay from [employer]. However at the present time I am unable to work and will not be taking my holiday until I am fit to return to work when I am able to work again. I will then be entitled to two weeks holiday with pay. In my opinion [employer] had no right to issue my holiday pay while I am on sick leave. I am going into hospital shortly for an operation on my leg.

Article 10, Section 4 of the labour agreement covering the claimant's employment stipulates: "Vacations for employees shall be taken at such time as mutually agreed upon by the Committee and the Company when quantity and regularity of production shall not be impaired."

The insurance officer determined the holiday pay received by the claimant to be earnings within Regulation 172. He considered

that the period of holiday commencing July 20 was a period of general continuous holiday within the meaning of Regulation 172(2)(g), so that holiday pay was not excepted from the definition of earnings. He allocated the holiday pay to the two weeks of the general continuous holiday under Regulation 173(6).

The claimant appealed the decision to the board of referees and based his appeal on the fact that he was sick and intended to take his holidays at a later date when it would not affect his U.I. benefit. The board considered that the claimant, subject to management approval, had control over the choice of his vacation period. The board allowed the appeal, deciding that the fact that the company paid the claimant his holiday pay does not necessarily determine the holiday period under the terms of the labour agreement.

In his appeal from this decision, the insurance officer submitted that the board of referees erred in allowing the claimant's appeal. He wrote:

It is established by a specific provision contained in section 4 of Article 10 of the labour agreement that vacation time for employees shall be taken at such time as mutually agreed upon by the company and a committee appointed by the union. There is no provision in the labour agreement giving the individual employee the right to choose his own vacation period.

The fact that the claimant was sick during the general continuous holiday is not a material consideration under regulations 172(2)(g) and 173(6), particularly as there is no evidence that the claimant refused his holiday pay at that time and returned it to the employer. The evidence on file establishes that the vacation period agreed upon by the committee and the company was for the two-week period commencing July 20, 1964. In consequence of which the employer paid the claimant the holiday pay he was entitled to and which the latter accepted at that time as holiday pay (CUB 1867).

As the holiday shutdown was for the period July 20 to August 2, 1964, it must be concluded that these two weeks were a general continuous holiday occurring within six weeks after the week of the claimant's separation and the holiday pay paid to the claimant after his separation from employment was earnings within Regulation 172(2)(g) and was properly allocated in accordance with Regulation 173(6). Reference was made to CUB 1867 in the submission to the board of referees. Other pertinent decisions are CUB 1981 and CUB 2276.

Considerations and Conclusions: The evidence contained in the record is such as to support the insurance officer's submission to the effect that the holiday pay received by the claimant was earnings within the meaning of Regulation 172(2)(g), that such earnings were properly allocated pursuant to Regulation 173(6) and that the determination and allocation of those earnings were also made in accordance with the jurisprudence established by the Umpire in similar cases.

In view of the foregoing, I decide to allow the insurance officer's appeal.

Decision CUB 2440, October 30, 1964

(Translation)

Summary of the Main Facts: The claimant established a claim for benefit from January 19, 1964. She was still being paid benefits in February when she gave notice of her admission to hospital. She stated that her illness had begun in January. She continued to receive benefits under section 66 of the Unemployment Insurance Act.

On June 18, 1964, the claimant filed a renewal claim for benefit, indicating she had last worked as a waitress at a motel from May 18 to June 17, 1964. She stated:

I left of my own accord because of illness (general weakness following an operation for a fibroma on February 13, 1964). Before May 18, I received unemployment insurance benefits. I declare that I cannot accept any employment for an indefinite period.

The employer confirmed that she had left her employment because of illness.

The insurance officer considered that the claimant had stopped working on account of illness and disqualified her from receiving benefit as of June 14, 1964, under section 66 of the Act.

The claimant appealed to a board of referees on the ground that she had secured that employment on her own initiative, when she thought she had recovered from her illness. When she found herself unable on account of her health to give the service expected of her, however, she called on her physician again and he made her stop working. The claimant added she failed to understand why she could not keep on receiving her benefit since she had tried to work and if

she had not done so, she would still be receiving benefit.

The claimant presented to the board of referees a medical certificate which reads: "This is to certify that this patient had resumed her employment without my permission and is still under my care."

The board of referees stated that the medical certificate showed the claimant had made a mistake in returning to work; but the board did not think the claimant should be penalized for this action, which is in her favour rather than against her. The board of referees removed the disqualification.

The insurance officer appealed on the following grounds:

The board of referees erred in deciding that the claimant, who had stopped working by reason of illness, was not subject to disqualification under section 66 of the Act.

The merits of the claimant, as well as the nature, the cause or the origin of her illness, are not relevant factors in this case. The fact that the cause of illness may be prior to the first day of employment is unimportant (CUB 2236). It is clearly established that the claimant was working up to June 17, 1964, when she stopped or has ceased to work by reason of illness, her statement to this effect is corroborated by a medical certificate.

There is no doubt, therefore, that the claimant ceased to work on account of illness and should be disqualified from receiving benefit under section 66 of the Unemployment Insurance Act (CUBs 1239 and 2090).

Considerations and Conclusions: Section 66 of the Act reads:

No person who has become entitled to receive benefit and subsequently, while he otherwise continues to be so entitled, becomes incapable of work by reason of illness, injury or quarantine, is disqualified from receiving benefit by reason of such illness, injury or quarantine, but an insured person who has lost his employment or has ceased to work by reason of illness, injury or quarantine is disqualified from receiving benefit for the duration of the illness, injury or quarantine.

The provisions of the section quoted above contain absolutely nothing which may justify the reason given by the board of referees as the basis of its decision. As has been shown by the insurance officer in his grounds of appeal, this decision is wrong in law.

Consequently, I decide to reverse the board of referees' decision and to allow the insurance officer's appeal.

WAGE SCHEDULES

Wage Schedules Prepared and Contracts Awarded in February

Works of Construction, Remodelling, Repair or Demolition

During February, the Department of Labour prepared 207 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 181 contracts in these categories was awarded. Particulars of these contracts appear below. In addition, 132 contracts not listed in this report that contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Northern Affairs and National Resources, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in February for the manufacture of supplies and equipment were as follows:

<i>Department</i>	<i>No. of Contracts</i>	<i>Aggregate Amount</i>
Defence Production	121	\$287,193.00
Post Office	11	119,194.35
Public Works	1	5,284.00
Royal Canadian Mounted Police	16	423,947.29
Transport	1	4,836.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made in February

During February, the sum of \$5,152.21 was collected from 11 contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 204 workers concerned.

Contracts Containing Fair Wage Schedules Awarded in February

DEPARTMENT OF AGRICULTURE

Fredericton N B: Fredericton Housing Ltd, renovation of basement space into Bio-Assay laboratory, research station. *L'Assomption Que:* Gilbert Kay, installation of fluorescent lamp frames & electric wiring in tobacco breeding greenhouse, Experimental Farm. *Smithfield Ont:* Wieger Dejong Construction, supply & erection of greenhouse, research station. *near Pilot Mound Man:* Swanson Construction Co Ltd, construction of the Pilot Mound dam, Pilot Creek. *Shellmouth Man:* Walter Orbanski, reservoir clearing for Shellmouth dam, Assiniboine river storage project, Stage 1, (contract 2). *near Outlook Sask:* Cathodic Protection Services Ltd, cathodic protection for tunnels, Stage 2, (SSRP contract 48).

CENTRAL MORTGAGE AND HOUSING CORPORATION

Montreal Area Que: Eloi Gagnon, floor covering, Le Domaine; Deschenes & Perreault, floor covering, Cloverdale Park; Deschenes & Perreault, floor covering, Boulevard Pie IX Apts; Deschenes & Perreault, floor covering, Villeray Terrace; Nap Laforest & Fils Ltée, floor covering, Benny Farm. *Ville Jacques Cartier Que:* Langsner-Fuhrer Inc, repairs to hot water system, Jardin Bellerive.

In addition, this Corporation awarded 15 contracts containing the General Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Six Nations Indian Agency Ont: Bailey & Linklater, repairs to windows & attic insulation, Mohawk Residential School. *Lesser Slave Lake Indian Agency Alta:* Danbrook & Pelland Plumbing & Heating Ltd, supply & installation of dishwashing machine, etc, Joussard Residential School. *Stony-Sarcee Indian Agency Alta:* Joe Vogel, clearing power line right-of-way, Sunchild-O'Chiese reserves.

DEFENCE CONSTRUCTION (1951) LIMITED

Cornwallis N S: Planned Renovators Ltd, interior painting of various bldgs, HMCS Cornwallis.

DEPARTMENT OF DEFENCE PRODUCTION

Charlottetown P E I: Schurman Construction Ltd, renovations to Queen Charlotte Armoury. *Halifax N S:* Maritime Asphalt Products Ltd, replacement of floor coverings, RCAF station Gorsebrook, 5225 South St. *Shearwater N S:* James F Lahey Ltd, interior painting, Bldg D-56, central heating plant, RCN Air Station. *Montreal Que:* Jean Paul Belainsky, interior painting & decorating of barracks area, RCOC school, 6769 Notre Dame St east. *Sherbrooke Que:* Guard-X Inc, installation of fire alarm system, Belvedere St Armoury.

Clinton Ont: Dual Temp Products Ltd, supply & installation of aluminum windows, bldg 76, RCAF Station. *Ippervash Ont:* C A McDowell Ltd, exterior renovation of bldgs 20 & 21, military camp. *London Ont:* Albion-Clarke Electric Ltd, installation of fire alarm system, Dundas St Armoury; George Andelfinger, interior painting of bldgs, "A" block, Wolseley Barracks. *Gimli Man:* Ideal Decorating Co, interior painting of barrack blocks & quarters, RCAF Station. *Indian Head Sask:* Arnold F Dales Ltd, renovations to armoury. *Regina Sask:* Michael Argan Ltd, floor repairs in various rooms, Armoury.

Namao Alta: Ernest Painting & Decorating Ltd, interior painting of OR quarters, bldg 221, RCAF Station. *Esquimalt (Victoria) B C*: Farmer Construction Ltd, replacement of water mains, HMC Dockyard; Pacific Pile Driving Co Ltd, supply & installation of floats, Signal Hill area, HMCS *Venture*, HMC Dockyard. *Vernon B C*: Betts Electric Ltd, replacing electrical distribution facilities in camp.

In addition, this Department awarded 60 contracts containing the General Fair Wages Clause.

NATIONAL HARBOURS BOARD

Montreal Que: J H Dupuis Ltee, construction of transit shed, Section 27; Dominion Bridge Co Ltd, relocation of molasses storage tank at Bickerdike Basin.

DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

Leamington Ont: Masotti Construction Co Ltd, construction of bathhouse & comfort station, northwest beach, Point Pelee National Park. *Jasper National Park Alta*: Fuller & Knowles Co Ltd, supply & installation of water meters in Jasper townsite. *Lamont Alta*: Ness Construction Ltd, construction of bathhouse & toilet bldg, sandy beach recreational area, Elk Island National Park.

In addition, this Department awarded two contracts containing the General Fair Wages Clause.

PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

Chatham Ont: Keystone Contractors Ltd, construction of interceptor sewer, King St, (contract 5). *Fort William Ont*: McLeod Construction Co Ltd, construction of interceptor sewer, Hardisty St, between Dease & Ridgeway Sts. *London Ont*: Wimpey (Constructors) Ltd, construction of Byron pumping station, sewers & force main. *Lucan Ont*: Frank Van Bussel & Sons Ltd, construction of sanitary sewers, sewage pumping station, force main & lagoon.

DEPARTMENT OF PUBLIC WORKS

North West River (Labrador) Nfld: Labrador Transport Ltd, construction of post office bldg. *Aguathuna Nfld*: Cletus White, construction of post office bldg. *Bauline Nfld*: Babb Construction Ltd, slipway reconstruction. *Bay de Verde Nfld*: Quinlan Brothers Ltd, construction of post office bldg. *Doyles Nfld*: H V Randell Ltd, construction of post office bldg. *Gaultois Nfld*: Glen Construction Co Ltd, construction of post office bldg. *Hant's Harbour Nfld*: H Drover & Co Ltd, construction of post office bldg. *Heart's Content Nfld*: Chau-Ward Construction Co Ltd, construction of post office bldg.

Kelligrews Nfld: Canning & Butler, construction of post office bldg. *La Scie Nfld*: Chau-Ward Construction Co, construction of post office bldg. *Lourdes Nfld*: H V Randell Ltd, construction of post office bldg. *Millertown Nfld*: T J Hewlett & Son Ltd, construction of post office bldg. *Milltown Nfld*: Glen Construction Co Ltd, construction of post office bldg. *Mount Pearl Nfld*: Benson Builders Ltd, construction of post office bldg. *New Perlican Nfld*: Glen Construction Co Ltd, construction of post office bldg. *Port de Grave Nfld*: Max Benson, construction of post office bldg. *Ramea Nfld*: Glen Construction Co Ltd, wharf repairs. *St. John's Nfld*: All Sales Equipment Contracting Ltd, south side road extension.

Miminegash P E I: Northumberland Construction Ltd, construction of landing. *Morell P E I*: Town & Country Construction, construction of post office bldg. *Barrios Beach N S*: F W Digdon & Sons Ltd, reconstruction of shore protection. *Cheticamp N S*: Chiasson Brothers, installation of water supply. *East Port Lehebert N S*: Mosher & Rawding Ltd, harbour improvements (wharf reconstruction). *Eureka N S*: Rober Higgins Co Ltd, construction of post office bldg. *Hunt's Point N S*: Mosher & Rawding Ltd, construction of post office bldg.

Little River N S: Martells Construction Ltd, harbour improvements. *Mill Village N S*: Mosher & Rawding Ltd, construction of post office bldg. *New Victoria N S*: Ells & Sawlor Ltd, construction of post office bldg. *North Sydney N S*: Ells & Sawlor Ltd, alterations & addition to RCMP quarters. *Petit de Grat N S*: G J Forgeron, breakwater construction. *Petite Riviere Bridge N S*: Liverpool Lumber Co Ltd, construction of post office bldg. *Port Hastings N S*: Peers Construction, construction of post office bldg. *Port Morien N S*: Douglas Enterprises Ltd, construction of post office bldg.

Rose Bay N S: E K Potter Ltd, construction of post office bldg. *Scotsburn N S*: MacBurnie Brothers Ltd, construction of post office bldg. *Sheet Harbour N S*: L B Stevens Construction Ltd, construction of RCMP quarters. *Shelburne N S*: McNamara Construction

of Nova Scotia Ltd, harbour improvements. *South Brookfield N S*: Mosher & Rawding Ltd, construction of post office bldg. *Thorburn N S*: Robert Higgins Co Ltd, construction of post office bldg. *Tiverton N S*: B A Alcorn, construction of post office bldg. *West Arichat N S*: Peers Construction, construction of post office bldg.

Arthurette N B: Ancher J Andersen, construction of post office bldg. *Ingall's Head N B*: Modern Construction Ltd, breakwater repairs. *Moncton N B*: La Construction Acadienne Ltd, extension to loading platform, federal bldg. *Saint John N B*: J H Pullen, interior painting & repairs to plaster, post office bldg; Eastern Painting Contractors, interior painting & repairs to plaster, Customs Bldg, 189 Prince William st. *Shippegan N B*: Ernest Deschenes, well drilling & pump houses (industrial water supply).

Anse au Griffon Que: Guy Lepage, construction of post office bldg. *Argentenay Que*: Robert Roberge, construction of post office bldg. *Dorion-Vaudreuil Que*: M & H Gauthier & Freres Ltee, addition & alterations to post office bldg. *Douglstown Que*: Andre Lepage, construction of post office bldg. *Etang du Nord Que*: Robert Ducasse, construction of post office bldg. *Evain Que*: Adelard Pelletier Inc, construction of post office bldg. *Kamouraska Que*: Hector Dupont, construction of post office bldg.

Lacolle Que: Roger Messier, wharf construction. *Lac Saguay Que*: Les Entreprises Mont-Daniel, wharf repairs. *Langlais Que*: Cyrille Bouchard, construction of post office bldg. *La Petite Riviere St-Francois Que*: Rene Racine, construction of post office bldg. *Laterriere Que*: Girard & Frere Enr, construction of post office bldg. *L'Echourie Que*: Guy Lepage, construction of post office bldg. *Martel Que*: Girard & Frere Enr, construction of post office bldg.

Montreal Que: Rosemere Service Electric Ltd, installation of electrical distribution system, fish inspection laboratory, Packard Bldg. *Newport Que*: Jean Paul Gagnon, construction of post office bldg. *Newport Point Que*: Atlas Construction Co Ltd, harbour improvements. *Petit Cap Que*: Andre Lepage, construction of post office bldg. *Quebec & Levis Que*: Quebec Nettoyeurs a Domicile Enr, cleaning windows of federal bldgs. *St Anicet Que*: Turnbull Construction Inc, wharf reconstruction. *St Boniface de Shawinigan Que*: Maurice Bonefant & Fils Enr, construction of post office bldg.

St Elie Que: Val Barrette Construction Ltee, construction of post office bldg. *St Evariste de Forsyth Que*: Romeo Lapierre, construction of post office bldg. *St Fidele Que*: Girard & Frere Enr, construction of post office bldg. *St Gabriel de Kamouraska Que*: Joseph Boulay, construction of post office bldg. *St Hilarion Que*: Eugene Tremblay, construction of post office bldg. *St Irene Que*: Eugene Tremblay, construction of post office bldg. *St Laurent Que*: Prieur Entreprises Inc, storage bldg addition for the National Film Board. *St Luc de Matane Que*: Robert Ducasse, construction of post office bldg.

St Magloire Que: Grenier & Charest, construction of post office bldg. *St Methode de Frontenac Que*: Herve Lessard & Sigefroid Labrecque, construction of post office bldg. *Ste Monique (Lac St Jean) Que*: Cyrille Bouchard, construction of post office bldg. *St Nazaire de Chicoutimi Que*: Construction Gautrac Ltee, construction of post office bldg. *St Paulin Que*: Alcide Beland, construction of post office bldg. *St Philippe de Neri Que*: Hector Dupont, construction of post office bldg. *Ste Rose de Watford Que*: Raymond Bouchard & Cyprien Lacroix, construction of post office bldg.

St Vianney Que: Henri Dube, construction of post office bldg. *Tourville Que*: Raymond Bouchard & Cyprien Lacroix, construction of post office bldg. *Tring Jonction Que*: Phillippe Bolduc & Leo Grenier, construction of post office bldg.

Cobourg Ont: Stellmar Contracting Co Ltd, installation of rubber fendering, east pier. *Collin's Bay Ont*: Atlas Asbestos Co, application of asbestos sheeting to roof, penitentiary. *Gravenhurst Ont*: William L Jackson, interior cleaning & maintenance of federal bldg. *Hamilton Ont*: Sky Light Window Cleaning Co, window cleaning, federal bldgs. *Islington Ont*: Raney Brady McCloy Ltd, installation of mail conveyor, post office. *Kakabeka Falls Ont*: J Andersen Construction, construction of post office bldg. *Kingston Ont*: Univex (Canada) Ltd, electrical services & installations, penitentiary. *Kitchener Ont*: Brandon Tile & Construction Ltd, alterations, Citizenship Court, federal bldg. *Oakville Ont*: Anchor Construction Co, Bronte harbour improvements.

Ottawa Ont: Durie Mosaic & Marble Ltd, application of epoxy to floorings, west block; Beaudoin Construction Ltd, alterations to various floors, Confederation Bldg; Cribb Construction Co Ltd, construction of irrigation pump house & intake structure, CEF; J R Statham Construction Ltd, construction of hatchery, CEF; Robert Construction Co (Ottawa) Ltd, addition & alterations to Communications Bldg; A Lanctot Construction Co, sound-proofing, air conditioning & electrical renovations, "A" Bldg, Cartier Square; Sanco Ltd, interior

cleaning, Temporary Bldg 8; Alcan Colony Contracting, sanitary sewer installation, Animal Research Institute, Green Belt area; A Bruce Benson Ltd, installation of sterilizer can washer, Centre Block, Parliament Bldgs; R R Construction, alterations to room B-54, K W Neatby Bldg, CEF; R R Construction, alterations to Bradley barn, CEF; Coady Construction Ltd, alterations to basement, Lorne Bldg.

Petawawa Ont: Stanley G Brookes Ltd, installation of greenhouse lighting & air conditioning, Dept of Forestry. *Port Lambton Ont:* Bert Wesley Construction Ltd, construction of post office bldg. *Prescott Ont:* M Sullivan & Son Ltd, construction of federal bldg. *St Joachim Ont:* J S Thornton, construction of post office bldg. *Sault Ste Marie Ont:* George Stone & Sons Ltd, alterations to Dominion Bldg. *Sioux Lookout Ont:* Hakala Construction, construction of doctor's residence, Indian hospital, Dept of National Health & Welfare. *Vineland Ont:* Moran Construction Ltd, construction of research laboratory, Dept of Agriculture. *Weston Ont:* Great Lakes Machinery Installation, installation of mail conveyor & lighting alterations, federal bldg.

Fort Qu'Appelle Sask: G Hahn Contracting Ltd, interior alterations to federal bldg. *Leask Sask:* P Chuhanuk, construction of post office bldg. *North Battleford Sask:* Charles Meckling, interior painting, federal bldg. *Swift Current Sask:* Conn-Mac Mechanical Construction, installation of mechanical equipment for growth bed, research laboratory, Dept. of Agriculture. *Drumheller Alta:* McNamara Construction Western Ltd, construction of Young Offender's Institution. *Edmonton Alta:* Ernest Painting & Decorating, painting, federal bldg.

North Surrey B C: Allan & Viner Construction Ltd, construction of post office bldg. *Vancouver B C:* Rainbow Painting Co Ltd, repainting of floors, DVA Bldg. *Victoria B C:* Wakeman & Trimble Contractors Ltd, alterations to dome, Dominion Astrophysical Observatory; Wakeman & Trimble Contractors Ltd, construction of storage bldg, Dominion Astrophysical Observatory. *Fort Franklin N W T:* Byrnes & Hall Construction Ltd, construction of nursing station. *Yellowknife N W T:* O I Johnson Construction Ltd, alterations to Sir John Franklin School.

In addition, this Department awarded 42 contracts containing the General Fair Wages Clause.

THE ST LAWRENCE SEAWAY AUTHORITY

St Catharines Ont: Bennett & Wright Contractors Ltd, power line diversion & power supply facilities, Administration Bldg, Welland canal. *St Catharines, Thorold & Port Colborne Ont:* Moir Construction Co Ltd, rehabilitation of wood fenders of tie-up walls, locks 1 to 8 & guard gate, Welland Canal.

DEPARTMENT OF TRANSPORT

Halifax N S: Fundy Construction Co Ltd, construction of sand storage bldg & related work. *Quebec Que:* Jinchereau & Tardif Enr, construction of sand storage bldg & related work. *Kirkfield Ont:* Conrad-Rawlinson Ltd, painting steelwork of lift lock. *Red Lake Ont:* D R McCormick Electric Ltd, provision of commercial power supply to NDB, airport. *Timmins Ont:* Timmins Electric Ltd, installation of additional flood & security lighting, airport. *on the Trent canal Ont:* Welcon Ltd, construction of equipment storage bldg, Murray Township.

Winnipeg Man: A W Homme Ltd, construction of sand storage bldg & related work, airport. *Edmonton Alta:* Ness Construction Ltd, construction of sand storage bldg & related work. *Fort Nelson B C:* Tomkins Contracting Ltd, flightway clearing, etc, airport. *Fort St John B C:* McCormick Electric Ltd, installation of identification lights, runway 20, etc, airport. *Fort Smith N W T:* McCormick Electric Ltd, installation of identification lights, Runway 28, etc, airport.

In addition, this Department awarded 13 contracts containing the General Fair Wages Clause.

PRICE INDEX

Consumer Price Index, March 1965

The consumer price index (1949=100) for Canada at the beginning of March edged up to 137.3, a level 0.1 per cent higher than the February index of 137.2 and 2.0 per cent higher than the March 1964 index of 134.6.

Indexes for four of the seven main components increased during the month, the greatest rise, 0.8 per cent, occurring in the clothing index. The transportation index was 0.5 per cent lower; health and personal care, and recreation and reading were unchanged.

The food index rose 0.2 per cent to 133.3 from 133.1. Price movements were mixed: for powdered skim milk, evaporated milk, ice cream, fats, eggs, most fresh and canned vegetables, apples, grapes, cookies, cake mix, peanut butter, pickles, most cuts of beef and pork, and turkey, prices increased; for sugar, jam, grapefruit, bananas, canned and frozen orange juice, and chicken, they decreased.

The housing index increased 0.1 per cent to 140.2 from 140.1. The shelter component rose fractionally; prices were higher for repairs but rentals remained unchanged. The household operation component increased slightly as prices of furniture and carpets rose from last month's sales levels. Prices for some household supplies also advanced slightly.

The clothing index advanced 0.8 per cent to 120.4 from 119.5 as widespread price increases were reported for men's, women's, and children's wear, footwear, laundry and shoe repairs. Lower prices occurred for rayon dress material, men's and boys' undershirts and boys' flannelette sport shirts.

The transportation index dropped 0.5 per cent to 145.6 from 146.3, reflecting a decrease in the automobile operation component. Generally lower prices for new cars and some decreases for gasoline and tires outweighed price increases for licenses, repairs, motor oil, and batteries.

The health and personal care index was unchanged at 174.6 despite a slight decrease in the personal care supplies component.

The recreation and reading index was unchanged at 153.4. The reading component was unchanged and lower prices for television repair in four cities, which outweighed increases in five cities, were not sufficient to move the recreation component.

The tobacco and alcohol index rose 0.1 per cent to 121.9 from 121.8 as higher prices for liquor in Quebec increased the alcoholic beverages component. An increase in the price of cigarette tobacco did not move the tobacco component.

Group indexes in March were: food 131.3, housing 137.5, clothing 118.6, transportation 143.0, health and personal care 165.4, recreation and reading 152.3, tobacco and alcohol 119.4.

City Consumer Price Indexes, February 1965

Consumer price indexes (1949=100) rose in nine of the ten regional cities between January and February. The Vancouver index declined 0.1 per cent.

Increases ranged from 0.1 per cent in Saint John and Montreal to 0.4 per cent in St. John's and Ottawa.

Food indexes were higher in eight cities and lower in two. Housing indexes moved up slightly in three cities, down in two and were unchanged in five. Clothing indexes rose in six cities, fell in one and remained constant in three. Transportation indexes held steady in eight cities, increased in one and decreased in one. Health and personal care indexes moved up in seven cities, down in two and remained unchanged in one. Recreation and reading indexes decreased in all ten cities. Indexes for tobacco and alcohol were higher in four cities, constant in five and lower in one.

Regional consumer price index point changes between January and February were: St. John's +0.5 to 122.5*; Ottawa +0.5 to 137.2; Halifax +0.4 to 133.0; Toronto +0.4 to 138.6; Winnipeg +0.4 to 134.4; Saskatoon-Regina +0.3 to 130.8; Edmonton-Calgary +0.2 to 129.0; Saint John +0.1 to 135.6; Montreal +0.1 to 136.4 and Vancouver -0.2 to 134.3.

Wholesale Price Index, February 1965

The general wholesale index (1935-39=100) eased down to 246.6 in February. This was 0.1 per cent lower than the January index of 246.8 but higher by 0.2 per cent than the February 1964 index of 246.2. Four major group indexes declined while three moved up. Iron products was the only group unchanged at 259.3.

The vegetable products group index declined 2.4 per cent to 218.3 in February from 223.7 in January. Decreases were recorded in chemical products to 192.4 from 192.8; non-ferrous metals to 212.3 from 212.6, and textile products to 247.9 from 248.0.

The animal products group index advanced 1.9 per cent to 256.2 from 251.5 and the non-metallic minerals group from 1.7 per cent to 192.2 from 188.9. Wood products rose to 333.1 from 333.0.

* On base June 1951=100.

The index of Canadian farm product prices at terminal markets (1935-39=100) eased 0.6 per cent from 226.0 to 224.7 in the four-week period ending February 26. The field products index declined 2.1 per cent from 185.1 to 181.2, and the animal products index edged up 0.5 per cent from 266.9 to 268.2.

The price index of residential building materials (1935-39=100) rose 0.1 per cent in February, to 341.4 from 340.9 in January. On the 1949 base it rose to 149.7 from 149.5.

The price index of non-residential building materials (1949=100) rose 0.5 per cent to 146.2 from 145.5.

U.S. Consumer Price Index, February 1965

The United States consumer price index (1957-59=100) remained unchanged in February from the January level of 108.9. In February, 1964, the index was 107.6.

As there was no rise in prices during the month, the real purchasing power of the

typical factory worker rose by 20 cents a week.

Essentially the stability of consumer prices was traceable to offsetting movements in the prices of different items.

Lower prices were registered for new and used cars, gasoline, eggs, citrus fruits, most cuts of beef and long-distance telephone service.

Women's apparel, automobile and household insurance premiums advanced as well as automobile repairs and public transportation. Higher prices were also recorded for poultry, bacon, potatoes, apples, cucumbers and bananas.

British Index of Retail Prices, January 1965

The British index of retail prices (Jan. 16, 1962=100) rose to 109.5 at mid-January from 109.2 at mid-December 1964. The index one year earlier was 104.7.

The food group index rose to 110.3 from 109.9.

The average index for 1964 was 107.0.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 198

Ability Tests

1. GUILFORD, JOY PAUL. *Psychometric Methods*. 2d ed. New York, McGraw-Hill, 1954. Pp. 597.

2. SUPER, DONALD EDWIN. *Appraising Vocational Fitness by Means of Psychological Tests* [by] Donald E. Super [and] John O. Crites. Rev. ed. New York, Harper [1962]. Pp. 688.

A guide to the most useful vocational tests. "For each testing device, the book covers such factors as its applicability, contents, administration and scoring norms, standardization and initial valuation, reliability, correlation with educational achievement, with other tests, and with success on the job, and use in counseling and selection."

Agriculture—Economic Aspects

3. HARSANY, PETER. *Adjustments and Economic Planning in Canadian Agriculture*. Montreal, Academic Publishing Co., 1964. Pp. 116.

"Originally presented as a discussion paper, Department of Agricultural Economics, MacDonald College, McGill University."

4. NORTH DAKOTA. AGRICULTURAL EXPERIMENT STATION, FARGO. DEPARTMENT OF AGRICULTURAL ECONOMICS. *Community Resource Development Guides* [by] Fred R. Taylor [and others. Fargo] 1964. Pp. 81, 14.

"Prepared by the Dept. of Agricultural Economics, North Dakota Agricultural Experiment Station, in cooperation with the Engineering Experiment Station, North Dakota State University of Agriculture and Applied Science, and the North Dakota Economic Development Commission for the Small Business Administration, Washington, D.C."

Annual Reports

5. AUSTRALIAN STEVEDORING INDUSTRY AUTHORITY. *Report for Year ended 30th June, 1964, with Financial Accounts*. Sydney, 1964. Pp. 96.

6. BRITISH COLUMBIA. BUREAU OF ECONOMICS AND STATISTICS. *Summary of Business Activity in British Columbia*,

1964; *an Annual Survey of Economic Conditions, with a Statistical Supplement for the Years, 1954-1964*. Victoria, 1964. Pp. 52, xxvi.

7. GREAT BRITAIN. MINISTRY OF LABOUR. *Time Rates of Wages and Hours of Work, 1st April 1964*. London, HMSO, 1964. Pp. 310.

Automation

8. DYMOND, WILLIAM RICHARD. *The Impact of Technological Change on Manpower Development*. Talk . . . to the First National Conference, Canadian Vocational Association, Montreal, May 7th, 1964. [Ottawa, Canada Dept. of Labour 1964] Pp. 21.

9. INTERNATIONAL ASSOCIATION OF PERSONNEL IN EMPLOYMENT SECURITY. ONTARIO CHAPTER. *The Vocational Challenge of Automation; Theme of the . . . 19th Annual Meeting and Conference-Institute, October 18, 19, 20, 1963*. Ottawa, Unemployment Insurance Commission, 1964. Pp. 64, [10]

Partial Contents: The Vocational Challenge of Automation. Some Aspects of the Gill Committee Report [on unemployment insurance]. The Leaside Project, an Experiment in the Upgrading of Employee Skills. Automation. The Impact of Technological Change on Collective Bargaining. The Vocational Challenge of Automation and its Impact on the NES. Employment Policy and Manpower Development in Canada [by] the Hon. Allan J. MacEachen, Federal Minister of Labour.

10. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Solution of Personnel Problems before and during the Introduction of Electronic Data Processing Systems; Report by the West German Joint Team which visited the Netherlands and the United Kingdom from 9th-14th December, 1963*. . . . Paris, 1964. Pp. 25.

At head of title: O.E.C.D. Social Affairs Division. Programme for employers and unions. National Missions, 1963—Report no. 7.

11. VOICE OF AMERICA (RADIO PROGRAM) *Automation Series*. [Washington, 1963] 20 nos.

Lectures broadcast originally by the Voice of America.

Contents: 1. The New Industrial Revolution, by George E. Arnstein. 2. Impact of Automation on Communication, by J. Ben Lieberman. 3. The Computer by John P. Eckert. 4. Coming Developments in Computer Technology, by Charles R. DeCarlo. 5. Automation and the Growth of Systems, by Launor F. Carter. 6. Impact of Automation in Government, by Richard M. Scammon. 7. Impact of Automation in the Office, by Ida R. Hoos. 8. Automation and Information Retrieval, by Robert M. Hayes. 9. Impact of Automation in Transportation, by Wilfred Owen. 10. Impact of Automation in Processing and Manufacturing Industries, by Roger W. Bolz. 11. Impact of Automation in Retailing, by Ben B. Seligman. 12. Impact of Automation in Agriculture, by Emil Wilhelm

Lehmann. 13. Impact of Automation in the Classroom, by Anna L. Hyer. 14. Impact of Automation in Science and Mathematics, by George A. W. Boehm. 15. Automation and Decision-making, by Richard Bellman. 16. The Challenge of Automation for Education, by Luther H. Evans. 17. Psychological Adjustments to Automation, by Donald N. Michael. 18. Impact on Skills on Employment, by Walter Buckingham. 19. The Challenge of Automation for Labor, by Solomon Barkin. 20. The Impact of Information Processing on Society, by Isaac L. Auerbach.

Biographies

12. CITRINE, WALTER McLENNAN CITRINE, baron. *Men and Work; an Autobiography*. London, Hutchinson, 1964. Pp. 384.

The author served as General Secretary of the Trades Union Congress from 1925 to 1946 and in this book he writes about his trade union experiences up until 1939. He tells the reader that he keeps shorthand notes of "occurrences, interviews, conversations, meetings" and writes them down the same evening or shortly afterwards from the rough notes he has made. He has known many famous men in the trade union movement and in politics and relates incidents regarding them.

13. MANDEL, BERNHARD. *Samuel Gompers, a Biography*. With an introd.: *Samuel Gompers, Labor Statesman or Labor Faker?* by Louis Filler. Yellow Springs, Ohio, Antioch Press, 1963. Pp. 566.

A biography of the labour leader who served as president of the American Federation of Labor from 1882 until his death in 1924 with the exception of the period between 1894 and 1895.

Business

14. DYMOND, WILLIAM RICHARD. *The Manpower Consultative Service of the Canadian Department of Labour; Talk . . . to Union Research Conference, Queen's University, Kingston, May 12, 1964*. [Ottawa, Canada Dept. of Labour] 1964. Pp. 20.

15. STUDY CONFERENCE FOR SENIOR MANAGEMENT, UNIVERSITY OF ADELAIDE, 1963. *Major Company Failures, Lessons to be learned. Proceedings . . . held at . . . University of Adelaide, 13th August, 1963*. [Adelaide, Australian Institute of Management, 1964?] Pp. 51.

Study Conference sponsored jointly by the Australian Institute of Management, Adelaide Division, and the Commerce Dept. of the University of Adelaide.

16. U.S. SMALL BUSINESS ADMINISTRATION. *Planning and coordinating Administrative Management Courses for Small Business Owners*. Edited by George C. Willman, Jr. Washington [GPO] 1961. Pp. 102.

17. U.S. SMALL BUSINESS ADMINISTRATION. *Suggested Management Guides*. [Prepared] by H. Earl Sangston. Washington, GPO, 1962. Pp. 308.

This manual, intended for the small business owner-manager, provides information on records and record-keeping, credit and collections, banking and finance, business risks and insurance, taxation, personnel, effective selling, advertising, sales promotion, and modern store design. It also outlines services provided by the U.S. Small Business Administration.

Economic Conditions

18. BANK OF JAPAN. *Outline of Japanese Economy and Finance*. Tokyo, 1964. Pp. 69.

19. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Belgium-Luxembourg Economic Union*. Paris, 1964. Pp. 47.

20. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Spain*. Paris, 1964. Pp. 46.

21. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Yugoslavia*. Paris, 1964. Pp. 42.

22. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *World Economic Survey, 1963. II. Current Economic Developments*. New York, United Nations, 1964. Pp. 120.

23. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Economic Survey of Europe in 1963. Part 1. The European Economy in 1963*. Geneva, 1964. Pp. 60, 78, 35.

24. UNITED NATIONS. ECONOMIC COMMISSION FOR LATIN AMERICA. *The Economic Development of Latin America in the Post-war Period*. New York, United Nations, 1964. Pp. 147.

Employees—Training

25. INTERNATIONAL LABOUR OFFICE. *Manpower Information Training Guide*. Geneva, 1960. 1 volume (various pagings).

"The text . . . was prepared originally . . . [for] a course conducted by the I.L.O. in 1960 at the University College of the West Indies for labour officers of the Unit Territories of the Federation of the West Indies."

26. INTERNATIONAL LABOUR OFFICE. *West Indies Manpower Information Training Course; Discussion Guide*. Mona, Jamaica, University College of the West Indies, 1960. 1 volume (various pagings).

At head of title: Expanded programme of technical assistance.

Prepared for a course held at the University College of the West Indies, August 1960.

Employment Management

27. BOSTICCO, MARY. *Modern Personnel Management*. London, Business Publications, 1964. Pp. 244.

Considers such aspects of employment management as employee selection, training, compensation, working conditions, employee services, and, industrial relations.

28. FOUNDATION FOR RESEARCH ON HUMAN BEHAVIOR. *Performance Appraisals; Effects on Employees and Their Performance*. Ann Arbor, Mich., 1963. Pp. 64.

Abstract of the discussion at a seminar sponsored by the Foundation in March 1963. Editor: A. F. Zander.

Housing

29. U.S. BUREAU OF LABOR STATISTICS. *Labor and Material Requirements for Private One-Family House Construction*. Washington, GPO, 1964 Pp. 37.

30. U.S. BUREAU OF LABOR STATISTICS. *Labor and Material Requirements for Public Housing Construction*. Washington, GPO, 1964. Pp. 42.

Industrial Relations

31. DALHOUSIE LABOUR INSTITUTE FOR THE ATLANTIC PROVINCES, HALIFAX, 1963. *Dalhousie Labour Institute for the Atlantic Provinces, May 27-31, 1963 . . . [Proceedings]* Halifax, Dalhousie Labour-University Committee, Institute of Public Affairs, Dalhousie University, 1963. Pp. 82.

Some of the topics discussed at this Labour Institute were the labour force in Canada and the Atlantic Provinces, industrial relations, economic development in the Atlantic Provinces, and the labour movement in Quebec. One of the speakers was W. R. Dymond, Assistant Deputy Minister of the Federal Department of Labour, whose topic was, "Our changing labour force—Canada and the Atlantic Provinces."

32. WOODS, NOEL S. *Industrial Conciliation and Arbitration in New Zealand*. Wellington, Government Printer, 1963. Pp. 208.

The author, Chief Research Officer and Registrar of Industrial Unions of the New Zealand Department of Labour, traces the development of conciliation and arbitration in New Zealand from the 1890's down to 1961. He explains why New Zealand has developed an industrial relations system which is unlike that of most other countries.

Industry

33. CANADA. DEPARTMENT OF MINES AND TECHNICAL SURVEYS. MINES BRANCH. *A Report to the National Productivity Council on Research and Development in the Canadian Mineral Industries*, by John Convey and V. A. Haw. Ottawa, 1963. Pp. 85.

34. CANADA. DEPARTMENT OF MINES AND TECHNICAL SURVEYS. MINES BRANCH. *A Report to the National Productivity Council on Research and Development in the Canadian Primary Iron and*

Steel Industry, by John Convey, D. K. Faurschou and J. H. Walsh. Ottawa, 1963. Pp. 29.

International Conference of Labour Statisticians

35. INTERNATIONAL LABOUR OFFICE. *General Report on Labour Statistics*, prepared for the Ninth International Conference of Labour Statisticians, Geneva, April-May 1957. First item on the agenda. Geneva, 1957. Pp. 60. At head of title: Report 1.

36. INTERNATIONAL LABOUR OFFICE. *General Report on Labour Statistics*. Report prepared for the Tenth International Conference on Labour Statisticians, Geneva, 2-12 October 1962. First item on the agenda. Geneva, 1962. Pp. 47. At head of title: Report 1.

37. INTERNATIONAL LABOUR OFFICE. *International Classification according to Status*. Report prepared for the Ninth International Conference of Labour Statisticians, Geneva, April-May 1957. Third item on the agenda. Geneva, 1957. Pp. 54. At head of title: Report 3.

38. INTERNATIONAL LABOUR OFFICE. *Measurement of Underdevelopment*. Report prepared for the Ninth International Conference of Labour Statisticians, Geneva, April-May 1957. Fourth item on the agenda. Geneva, 1957. Pp. 94. At head of title: Report 4.

39. INTERNATIONAL LABOUR OFFICE. *Social Security Statistics: Development and Uses*. Report prepared for the Ninth International Conference of Labour Statisticians, Geneva, April-May 1957. Fifth item on the agenda. Geneva, 1957. Pp. 59. At head of title: Report 5.

40. INTERNATIONAL LABOUR OFFICE. *Statistics of Hours of Work*. Report prepared for the Tenth International Conference of Labour Statisticians, Geneva, October 1962. Third item on the agenda. Geneva, 1962. Pp. 42. At head of title: Report 3.

Labour Laws and Legislation

41. U.S. BUREAU OF EMPLOYMENT SECURITY. *Comparison of State Unemployment Insurance Laws as of January 1, 1964*. Washington, GPO, 1964. Pp. 156.

42. U.S. BUREAU OF LABOR STANDARDS. *State Workmen's Compensation Laws*. Rev. September 1964. Washington, GPO, 1964. Pp. 83.

43. U.S. BUREAU OF LABOR STATISTICS. *Labor Law and Practice in Thailand*. Washington, GPO, 1964. Pp. 56.

44. U.S. BUREAU OF LABOR STATISTICS. *Labor Law and Practice in the Trust Territory of New Guinea under Australian Administration*. Washington, GPO, 1964. Pp. 93.

45. U.S. BUREAU OF LABOR STATISTICS. *Labor Law and Practice in the Union of Burma*. Washington, GPO, 1964. Pp. 59.

Labouring Classes

46. CANADA. DEPARTMENT OF LABOUR. ACCIDENT PREVENTION AND COMPENSATION BRANCH. *Report on the Fourth World Congress on the Prevention of Occupational Accidents and Diseases in London, England, July 13 to 18, 1964*, by J. H. Currie. Ottawa, 1964. Pp. 8, 2, 2, 1.

Contains summaries of the first three conferences, in the appendices.

47. COOLEY, OSCAR WILLIAM. *Paying Men not to work*. Caldwell, Idaho, Caxton Printers, 1964. Pp. 196.

The author alleges that U.S. Federal and state governments are subsidizing idleness. He says, "If, for example, unemployment compensation, plus the non-monetary rewards and emoluments of leisure, exceed the net wages for working, it is only logic to conclude that workers will choose the former rather than the latter." He writes about "depressed areas," labour mobility, public employment offices, etc.

48. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Labor in a Prosperous Japan*, by Solomon B. Levine. Urbana, 1964. Pp. 212-218.

A brief examination of the Japanese labouring classes, the labour market, industrial relations, and collective bargaining.

49. INTERNATIONAL LABOUR OFFICE. *The Role of Co-operatives in the Economic and Social Development of Developing Countries*. [Pt. 1] Seventh item on the agenda. Geneva. 1964. Pp. 63.

At head of title: Report 7(1). International Labour Conference. 49th session, Geneva, 1965.

A brief consideration of the co-operative movement as it exists today and of the factors that might impede its development in underdeveloped countries. A questionnaire is included for completion by member countries.

50. NEW YORK (STATE) DEPARTMENT OF LABOR. *Jobs, 1960-1970; the Changing Pattern. Manpower and Technological Change in New York State*. Albany, 1960. Pp. 40.

51. NORGREN, PAUL HERBERT. *Toward Fair Employment*, by Paul H. Norgren and Samuel E. Hill, with the assistance of F. Ray Marshall. New York, Columbia University Press, 1964. Pp. 296. Available in

Canada from Copp Clark Publishing Company, Toronto.

A study of the effects of U.S. fair labour legislation at the local, state and federal level on the employment of Negroes.

52. U.S. BUREAU OF LABOR STATISTICS. *Health and Insurance Benefits and Pension Plans for Salaried Employees, Spring 1963*. Washington, GPO, 1964. Pp. 13.

53. *The Worker in the New Industrial Environment; a Report of a Seminar jointly sponsored by the Institute of Labor and Industrial Relations of the University of Michigan and Wayne State University, and the Foundation for Research on Human Behavior*. Ann Arbor, Mich., Foundation for Research on Human Behavior, c1962. Pp. 50.

Two topics, among others, were discussed at this seminar: the source of work satisfaction; and, the impact of technology and automation on the worker.

Professional Workers

54. CANADA. DEPARTMENT OF NATIONAL HEALTH AND WELFARE. RESEARCH AND STATISTICS DIVISION. *Average Earnings of Physicians and Surgeons in Canada, 1957-1960*. Ottawa, Queen's Printer, 1964. Pp. 107.

55. U.S. BUREAU OF LABOR STATISTICS. *Employment of Scientific and Technical Personnel in State Government Agencies, 1962*. Washington, GPO, 1964. Pp. 77.

Provides statistical information about scientists, engineers, and technicians in the employment of state governments in 1962.

56. U.S. BUREAU OF LABOR STATISTICS. *Employment in Professional Mathematical Work in Industry and Government; Report on a 1960 Survey prepared for the National Science Foundation in Cooperation with the Mathematical Association of America*. Washington, 1962. Pp. 82.

A survey of mathematical workers, other than teachers, based on replies to questionnaires from almost 1,500 respondents.

Wages and Hours

57. BRITISH COLUMBIA. BUREAU OF ECONOMICS AND STATISTICS. *Salary and Wage Rate Survey, British Columbia, July 1964. A Study of Salary and Wage Rates in Selected Clerical, Professional and Trade Occupations in Business, Industrial and Service Establishments in Four Regions: Metropolitan Vancouver, Metropolitan Victoria, Selected Southern Interior Centres, Selected Northern Centres*. Victoria, 1964. Pp. 25.

58. U.S. BUREAU OF LABOR STATISTICS. *Employment and Earnings Statistics for States and Areas, 1939-63. Based on the 1957 Standard Industrial Classification*. Washington, GPO, 1964. Pp. 692.

Miscellaneous

59. BUCKLEY, HELEN LAWRENCE (AIKENHEAD). *The Indians and Metis of Northern Saskatchewan; a Report on Economic and Social Development*, by Helen Buckley, J. E. M. Kew [and] John B. Hawley. Saskatoon, Centre for Community Studies, 1963. Pp. 114.

This is one of several papers prepared for the Saskatchewan Department of Natural Resources by the Centre for Community Studies.

60. CHOMBART DE LAUWE, MARIE JOSE. *La femme dans la société; son image dans différents milieux sociaux*, par Marie-José Chombard de Lauwe [et al.] Paris, Centre national de la recherche scientifique, 1963. Pp. 439.

Describing the results of an investigation in France, this report analyses the psychological, economic and social motivations which govern the attitudes of men and women toward the problem of the place of women in society. Employment, family life, and marital relations (legal and political aspects) are discussed extensively.

61. CLARK, CHARLES HUTCHINSON. *Brainstorming, the Dynamic New Way to create Successful Ideas*. [1st ed.] Garden City, N.Y., Doubleday, 1958. Pp. 262.

"Brainstorming is a method of creative thinking. It is based on the premise that there are constantly better ways of doing things; new ideas, methods, materials, and ever changing combinations of old ones." The author explains how "brainstorming" has helped individuals and companies.

62. PIPES, RICHARD EDGAR. *The Formation of the Soviet Union; Communism and Nationalism, 1917-1923*. Rev. ed. Cambridge, Harvard University Press, 1964. Pp. 365.

A history of the disintegration of the Russian Empire during the 1917 Revolution and an account of the formation of the Union of Soviet Socialist Republics. Mr. Pipes is Professor of History at Harvard University and his book is published as one of the Harvard University Russian Research Center Studies.

63. WHITNEY, BYRL ALBERT. *Whitney's Parliamentary Procedure; a Simplified Manual for Group Decision-making, with Annotated Text coordinated with Complete Chart of Parliamentary Motions*. New York, Dell, 1964. Pp. 189. Paperback edition.

LABOUR STATISTICS

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A—Labour Force

Notes on the Revision of Labour Force Statistics

Beginning with the statistics for March 1965 presented in Tables A-1, A-2 and A-3, Labour Force Survey data are weighted up to estimates of population that take into account 1961 Census counts of population. They are not strictly comparable with labour force statistics already published for the period July 1956 to February 1965, which were weighted to population estimates pro-

jected from the 1956 Census.

So that comparison can be made with past data, summary labour force characteristics reweighted to the revised estimates of population are provided for the period July 1956 to February 1965 in the Supplement attached to the Dominion Bureau of Statistics publication, *The Labour Force, March 1965* (Catalogue No. 71-001).

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED MARCH 20, 1965

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairies	British Columbia
The Labour Force	6,908	585	1,969	2,535	1,176	643
Men.....	4,905	426	1,415	1,770	841	453
Women.....	2,003	159	554	765	335	190
14-19 years.....	623	60	203	199	110	51
20-24 years.....	893	91	303	285	140	74
25-44 years.....	3,080	234	886	1,163	512	285
45-64 years.....	2,093	179	528	799	372	215
65 years and over.....	219	21	49	89	42	18
Employed.....	6,521	512	1,816	2,456	1,127	610
Men.....	4,581	360	1,283	1,709	799	430
Women.....	1,940	152	533	747	328	180
Agriculture.....	538	28	105	133	252	20
Non-agriculture.....	5,983	484	1,711	2,323	875	590
Paid workers.....	5,462	434	1,549	2,147	799	533
Men.....	3,712	298	1,062	1,457	523	372
Women.....	1,750	136	487	690	276	161
Unemployed.....	387	73	153	79	49	33
Men.....	324	66	132	61	42	23
Women.....	63	*	21	18	*	10
Persons not in labour force.....	6,119	679	1,802	2,035	1,024	579
Men.....	1,549	201	442	479	273	154
Women.....	4,570	478	1,360	1,556	751	425

*Less than 10,000.

**TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED
MARCH 20, 1965, CANADA**

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over ⁽¹⁾	13,027	2,112	3,733	979	3,842	949	1,412
Labour Force.....	6,908	623	3,575	814	1,012	665	219
Employed.....	6,521	557	3,398	723	988	648	207
Unemployed.....	387	66	177	91	24	17	12
Not in labour force.....	6,119	1,489	158	165	2,830	284	1,193
Participation rate ⁽²⁾							
1965, March 20.....	53.0	29.5	95.8	83.1	26.3	70.1	15.5
February 20.....	52.7	29.4	95.7	83.0	25.7	69.5	15.3
Unemployment rate ⁽³⁾							
1965, March 20.....	5.6	10.6	5.0	11.2	2.4	2.6	5.5
February 20.....	5.8	10.4	5.2	11.4	2.3	2.9	5.1

⁽¹⁾ Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

⁽²⁾ The Labour Force as a percentage of the population 14 years of age and over.

⁽³⁾ The unemployed as a percentage of the labour force.

TABLE A-3—UNEMPLOYED, WEEK ENDED MARCH 20, 1965

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	March 1965	February 1965	March 1964
Total Unemployed.....	387	397	456
On temporary layoff up to 30 days.....	25	29	30
Without work and seeking work.....	362	368	426
Seeking full-time work.....	343	349	409
Seeking part-time work.....	19	19	17
Seeking under 1 month.....	79	83	82
Seeking 1-3 months.....	142	179	165
Seeking 4-6 months.....	92	59	121
Seeking more than 6 months.....	49	47	58

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY*

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ⁽¹⁾						
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ⁽²⁾	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Government)	Supple- men- tary Labour income	Totals (3)
1960—Total.....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total.....	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
January.....	48.3	520.0	168.8							1,815.9
February.....	48.6	524.0	166.2	69.1	312.0	98.8	793.3	1,727.4	220.6	1,824.7
March.....	48.7	529.3	165.4							1,838.3
April.....	47.3	532.0	170.7							1,869.6
May.....	49.1	547.4	175.5	74.1	381.2	104.6	827.2	1,817.5	226.1	1,940.3
June.....	51.2	557.7	179.8							1,994.5
July.....	52.4	546.0	182.5							1,981.2
August.....	50.1	567.2	185.5	104.0	461.9	109.1	850.9	1,826.1	230.5	2,016.6
September.....	50.1	575.6	188.8							2,072.1
October.....	51.5	565.4	185.7							2,051.8
November.....	51.7	565.9	181.3	96.4*	426.8*	108.4*	887.2*	1,876.5*	232.6*	2,033.6
December*.....	51.4	551.5	178.4							1,978.6
1965—										
January†.....	52.2	564.7	182.2							1,988.3

Seasonally Adjusted

1960—Total.....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total.....	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
January.....	48.7	532.1	173.0							1,882.1
February.....	49.1	534.6	172.8	81.3	386.9	102.0	812.9	1,744.1	223.8	1,896.5
March.....	49.8	537.3	173.8							1,904.0
April.....	49.2	536.8	174.8							1,914.0
May.....	49.4	541.9	174.9	86.7	382.3	104.1	829.0	1,787.9	226.1	1,925.9
June.....	50.0	544.9	175.4							1,934.5
July.....	50.3	549.7	177.1							1,955.4
August.....	49.8	558.0	177.3	90.4	390.3	106.3	850.3	1,841.8	228.9	1,972.3
September.....	49.8	561.7	183.8							1,998.6
October.....	51.0	557.7	182.2							1,999.5
November.....	51.5	564.0	179.8	85.1*	422.4*	108.4*	866.4*	1,873.9*	230.9*	2,014.0
December*.....	51.8	563.3	183.7							2,020.2
1965—										
January†.....	52.8	577.1	186.2							2,060.1

⁽¹⁾Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

⁽²⁾Includes post office wages and salaries.

⁽³⁾Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at December 1964 employers in the principal non-agricultural industries reported a total employment of 2,979,245. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite ^[1]			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
Averages						
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960.....	118.7	176.5	75.83	109.5	177.8	78.19
1961.....	118.1	182.0	78.17	109.9	183.6	80.73
1962.....	121.5	187.6	80.59	113.3	189.2	83.17
1963.....	124.6	194.2	83.43	116.4	196.1	86.24
1963—						
December.....	125.1	190.0	81.64	115.9	192.6	84.67
1964—						
January.....	123.3	198.1	85.10	117.0	200.9	88.83
February.....	123.0	199.6	85.74	117.7	202.4	88.98
March.....	123.5	198.5	85.27	118.4	202.0	88.82
April.....	124.6	201.0	87.33	118.6	203.9	89.66
May.....	129.1	202.0	86.80	121.4	204.8	90.05
June.....	133.4	201.6	86.62	124.2	204.1	89.73
July.....	134.0	202.0	86.76	122.6	202.7	89.11
August.....	136.4	203.0	87.19	126.4	203.9	89.65
September.....	136.2	204.8	88.00	126.3	207.0	91.01
October.....	134.7	205.9	88.47	123.6	207.3	91.15
November*.....	134.7	204.7	87.94	124.4	206.8	90.91
December†.....	131.2	199.5	85.70	121.9	202.0	88.80

^[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

**TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES
AND SALARIES**

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Dec. 1964	Nov. 1964	Dec. 1963	Dec. 1964	Nov. 1964	Dec. 1963
				\$	\$	\$
Provinces						
Atlantic Region.....	110.1	114.5	106.4	71.69	73.30	68.55
Newfoundland.....	137.6	150.6	131.6	79.21	79.26	74.68
Prince Edward Island.....	125.7	147.1	123.2	63.12	60.26	59.70
Nova Scotia.....	99.7	101.3	96.6	68.28	72.07	65.98
New Brunswick.....	109.9	112.7	106.4	72.05	72.15	68.82
Quebec.....	130.5	134.8	124.5	83.38	86.28	79.09
Ontario.....	135.3	138.0	128.2	88.78	90.70	84.82
Prairie Region.....	138.1	141.3	133.0	82.70	84.07	79.57
Manitoba.....	116.0	118.4	113.3	78.56	79.56	76.01
Saskatchewan.....	130.6	135.7	127.9	82.01	82.65	78.98
Alberta (includes Northwest Territories).....	168.1	171.4	158.9	86.37	88.33	82.81
British Columbia (includes Yukon).....	124.9	128.8	119.5	93.20	96.83	87.70
Canada.....	131.2	134.7	125.1	85.70	87.94	81.64
Urban areas						
St. John's.....	149.5	159.7	144.8	65.57	67.26	62.01
Sydney.....	78.9	78.0	80.4	70.40	85.69	79.02
Halifax.....	135.4	131.9	132.3	73.04	74.77	68.85
Moncton.....	116.3	125.1	105.5	65.72	67.19	64.09
Saint John.....	113.7	104.1	118.0	70.21	72.44	67.19
Chicoutimi—Jonquiere.....	116.7	120.2	113.4	101.54	104.73	99.98
Quebec.....	129.7	133.9	121.8	74.53	75.71	69.27
Sherbrooke.....	122.3	123.3	116.8	71.20	75.89	68.01
Shawinigan.....	105.8	107.5	98.2	85.66	92.81	87.61
Three Rivers.....	123.2	125.0	118.9	75.17	80.43	74.24
Drummondville.....	100.0	102.2	90.2	66.99	71.29	64.90
Montreal.....	137.6	140.2	129.8	84.16	87.78	80.36
Ottawa—Hull.....	142.8	145.5	137.7	79.97	81.60	76.14
Kingston.....	134.8	135.7	125.4	86.61	88.18	80.71
Peterborough.....	111.6	110.7	103.6	95.37	96.34	91.54
Oshawa.....	237.4	241.4	223.6	111.89	98.24	101.40
Toronto.....	151.4	154.9	143.8	89.04	91.17	85.27
Hamilton.....	127.6	130.9	119.0	92.35	96.23	89.44
St. Catharines.....	126.1	130.7	117.5	106.86	101.54	92.17
Niagara Falls.....	98.4	104.1	91.8	89.04	89.04	86.15
Brantford.....	95.5	96.8	89.0	81.87	83.94	77.55
Guelph.....	142.4	144.3	129.0	78.43	82.08	74.52
Galt.....	130.7	130.9	126.2	77.33	80.29	71.56
Kitchener.....	153.3	154.2	146.9	77.65	81.26	70.73
Sudbury.....	141.6	140.9	123.6	100.85	98.10	97.66
Timmins.....	85.9	85.6	86.7	77.95	79.58	74.04
London.....	146.7	152.5	141.2	81.24	83.27	74.75
Sarnia.....	139.5	142.4	132.6	110.91	114.39	103.84
Windsor.....	91.5	92.8	81.8	93.41	99.14	97.61
Sault Ste. Marie.....	156.9	160.2	151.4	103.35	107.06	107.13
Fort William—Port Arthur.....	115.3	119.7	108.7	84.68	88.84	81.57
Winnipeg.....	119.6	121.3	115.1	75.32	76.50	72.61
Regina.....	156.3	158.7	151.5	79.81	80.48	77.33
Saskatoon.....	155.6	160.1	143.1	75.58	77.39	72.78
Edmonton.....	220.7	225.1	205.9	79.07	81.71	76.11
Calgary.....	196.6	199.3	181.0	85.75	87.86	82.34
Vancouver.....	128.3	130.1	120.9	92.84	94.18	87.33
Victoria.....	130.1	131.1	125.5	83.42	85.88	80.48

**TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY
WAGES AND SALARIES**

(1949=100) (The latest figures are subject to revision)

Source: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Dec. 1964	Nov. 1964	Dec. 1963	Dec. 1964	Nov. 1964	Dec. 1963
				\$	\$	\$
Mining	115.4	116.5	112.4	104.51	108.89	101.34
Metal mining.....	129.6	131.1	124.1	106.51	108.61	102.54
Gold.....	59.9	60.7	64.3	88.16	89.13	83.89
Other metal.....	194.3	196.5	179.6	111.75	114.20	108.74
Fuels.....	86.6	83.9	86.2	105.69	114.73	107.17
Coal.....	38.7	38.2	39.6	65.18	87.60	76.06
Oil and natural gas.....	280.8	269.3	274.9	128.34	130.33	125.38
Non-metal.....	135.9	145.9	136.7	93.66	100.11	85.53
Manufacturing	121.9	121.4	115.9	88.80	90.91	84.67
Durable goods.....	131.3	133.0	122.7	95.11	98.02	91.11
Non-durable goods.....	114.0	117.2	110.2	82.74	84.16	78.66
Food and beverages.....	111.4	120.2	107.8	79.74	78.85	75.75
Meat products.....	136.1	142.8	130.9	87.59	88.07	83.46
Canned and preserved fruits and vegetables.....	94.3	132.0	85.0	66.67	62.45	61.36
Grain mill products.....	91.9	93.2	94.2	85.58	89.58	84.72
Bread and other bakery products.....	112.8	114.5	110.7	76.63	76.24	74.06
Distilled and malt liquors.....	96.5	98.0	93.1	112.95	111.01	107.55
Tobacco and tobacco products.....	104.0	103.6	99.5	80.48	84.36	77.31
Rubber products.....	116.7	119.6	112.0	90.94	95.22	82.54
Leather products.....	87.7	90.7	88.0	56.65	62.37	53.16
Boots and shoes (except rubber).....	88.9	91.6	92.7	54.30	59.93	50.65
Other leather products.....	85.6	88.9	79.5	61.05	66.95	58.48
Textile products (except clothing).....	91.3	91.7	87.6	70.11	74.23	66.38
Cotton yarn and broad woven goods.....	78.2	78.3	76.4	67.20	72.60	63.24
Woolen goods.....	65.3	66.1	65.7	62.69	67.28	59.71
Synthetic textiles and silk.....	115.4	115.0	103.5	78.29	81.42	74.96
Clothing (textile and fur).....	98.2	100.7	94.4	51.95	56.62	47.62
Men's clothing.....	105.1	107.8	99.5	50.97	54.92	46.69
Women's clothing.....	107.3	109.7	100.9	51.04	55.92	46.81
Knit goods.....	76.1	79.0	73.9	53.48	60.10	48.73
Wood products.....	112.9	115.2	110.6	76.92	82.45	72.28
Saw and planing mills.....	114.1	116.1	113.5	76.92	82.45	72.28
Furniture.....	127.6	130.2	120.7	71.40	77.57	66.27
Other wood products.....	77.4	80.3	76.2	65.06	69.73	60.57
Paper products.....	133.9	133.7	128.3	106.03	106.10	101.60
Pulp and paper mills.....	132.9	131.9	129.0	117.09	114.63	112.39
Other paper products.....	136.3	138.0	126.4	80.16	86.57	75.15
Printing, publishing and allied industries.....	126.6	126.2	125.7	96.33	98.85	92.97
Iron and steel products.....	124.5	125.7	113.8	97.64	102.89	94.18
Agricultural implements.....	72.4	71.6	63.9	100.44	107.34	96.59
Fabricated and structural steel.....	169.0	174.9	138.9	100.09	104.57	95.81
Hardware and tools.....	130.9	131.5	118.5	86.73	90.62	82.63
Heating and cooking appliances.....	107.1	113.7	100.2	85.78	89.03	80.25
Iron castings.....	111.2	112.0	102.7	91.48	100.27	85.40
Machinery, industrial.....	152.6	153.1	135.3	95.58	101.20	91.53
Primary iron and steel.....	144.9	145.0	133.1	113.17	115.55	111.55
Sheet metal products.....	120.6	123.7	113.0	91.11	97.98	87.90
Wire and wire products.....	131.8	132.3	120.3	94.43	101.53	95.53
Transportation equipment.....	133.5	134.0	122.9	105.37	103.79	101.80
Aircraft and parts.....	256.5	256.6	245.8	105.76	110.40	102.19
Motor vehicles.....	157.3	156.2	140.8	119.94	108.21	123.04
Motor vehicle parts and accessories.....	161.4	162.3	147.0	105.97	102.92	97.32
Railroad and rolling stock equipment.....	62.5	61.9	56.0	93.67	95.44	89.16
Shipbuilding and repairing.....	138.3	143.7	134.6	91.22	99.57	83.28
Non-ferrous metal products.....	134.5	134.6	126.2	102.68	101.96	98.43
Aluminum products.....	142.6	145.5	142.3	96.41	97.34	92.08
Brass and copper products.....	117.9	116.7	110.8	93.69	101.14	90.17
Smelting and refining.....	145.7	144.9	135.0	116.92	111.14	112.24
Electrical apparatus and supplies.....	164.5	166.7	155.8	92.87	96.32	89.87
Heavy electrical machinery.....	122.6	123.0	116.4	103.24	104.58	97.57
Telecommunication equipment.....	289.9	293.2	280.9	89.03	92.73	86.52
Non-metallic mineral products.....	155.5	164.5	143.9	92.69	98.17	88.25
Clay products.....	89.6	94.6	81.2	82.56	86.56	77.15
Glass and glass products.....	176.7	183.4	169.8	91.18	92.44	88.98
Products of petroleum and coal.....	139.6	141.2	137.5	135.03	133.29	130.60
Petroleum refining and products.....	142.5	144.1	140.5	135.89	133.96	131.54
Chemical products.....	139.8	140.5	134.1	106.72	106.01	102.60
Medicinal and pharmaceutical preparations.....	128.7	129.4	124.5	95.27	95.20	91.06
Acids, alkalis and salts.....	157.6	158.4	152.6	121.77	119.11	117.29
Miscellaneous manufacturing industries.....	159.7	168.0	152.7	77.42	79.32	74.67
Construction	121.3	137.8	111.6	86.40	93.52	79.42
Building and general engineering.....	123.8	141.6	110.7	89.96	106.11	81.64
Highways, bridges and streets.....	117.1	131.6	113.2	80.20	85.12	75.87
Electric and motor transportation	132.4	154.2	145.3	91.37	93.57	87.23
Service	184.5	189.2	166.9	62.45	62.29	59.24
Hotels and restaurants.....	156.5	159.8	144.2	47.23	47.32	45.67
Laundries and dry cleaning plants.....	162.0	164.3	140.0	54.07	54.75	51.53
Industrial composite	131.2	134.7	125.1	85.70	87.94	81.64

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCES

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBSNOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	Dec. 1964	Nov. 1964	Dec. 1963	Dec. 1964	Nov. 1964	Dec. 1963
				\$	\$	\$
Newfoundland.....	37.3	38.9	36.1	2.11	1.83	2.10
Nova Scotia.....	38.8	41.6	36.2	1.83	1.78	1.78
New Brunswick.....	38.5	41.8	38.0	1.88	1.77	1.85
Quebec.....	38.9	42.3	38.0	1.86	1.83	1.81
Ontario.....	39.3	41.1	38.4	2.17	2.13	2.11
Manitoba.....	35.9	40.6	37.6	1.88	1.86	1.84
Saskatchewan.....	38.8	38.8	37.6	2.17	2.11	2.08
Alberta (includes Northwest Territories).....	39.0	40.7	38.6	2.13	2.11	2.06
British Columbia (includes Yukon territory).....	36.6	38.2	35.4	2.58	2.54	2.43

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

**TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED
WAGE EARNERS IN MANUFACTURING**SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Weekly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963.....	40.8	1.95	79.40	190.2	142.8
Last Pay Period in: 1963—December.....	38.0	2.02	76.53	183.3	136.6
1964—January.....	41.2	1.99	81.99	196.4	146.0
February.....	41.2	1.99	82.03	196.5	146.0
March.....	40.7	2.01	81.84	196.1	145.2
April.....	41.1	2.01	82.67	198.1	146.7
May.....	41.4	2.02	83.55	200.2	147.9
June.....	41.2	2.02	83.22	199.4	146.4
July.....	40.9	2.01	82.10	196.7	144.5
August.....	41.3	2.02	83.31	199.6	147.2
September.....	41.7	2.03	84.78	203.1	149.8
October.....	41.6	2.03	84.35	202.1	148.7
November*.....	41.2	2.04	84.04	201.3	147.2
December†.....	38.9	2.08	80.85	193.7	141.5

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY,

(Hourly-Rated Wage Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Dec. 1964	Nov. 1964	Dec. 1963	Dec. 1964	Nov. 1964	Dec. 1963	Dec. 1964	Nov. 1964	Dec. 1963
Mining	39.9	43.0	40.2	2.37	2.34	2.23	94.57	100.68	91.67
Metal mining.....	41.4	42.6	41.0	2.42	2.41	2.35	100.32	102.75	96.34
Gold.....	42.1	43.1	41.5	1.92	1.91	1.86	80.88	82.26	77.07
Other metal.....	41.2	42.5	40.7	2.58	2.57	2.53	106.30	109.03	103.16
Fuels.....	34.5	43.3	40.1	2.32	2.24	2.16	79.95	96.87	86.72
Coal.....	31.0	44.2	39.2	1.94	1.95	1.87	60.14	85.94	73.46
Oil and natural gas.....	39.6	41.9	41.3	2.75	2.72	2.56	109.13	114.17	105.72
Non-metal.....	40.1	44.4	37.2	2.18	2.17	2.10	87.43	96.20	77.95
Manufacturing	38.9	41.2	38.0	2.08	2.04	2.02	80.85	84.04	76.53
Durable goods.....	39.5	41.7	38.8	2.23	2.21	2.16	88.09	92.04	83.87
Non-durable goods.....	38.3	40.8	37.2	1.92	1.86	1.87	73.45	76.04	69.31
Food and beverages.....	39.1	40.5	37.6	1.83	1.77	1.78	71.62	71.63	67.02
Meat products.....	40.1	41.3	38.5	2.06	2.03	2.02	82.58	83.89	77.72
Canned and preserved fruits and vegetables.....	35.9	39.2	32.4	1.52	1.38	1.49	54.79	54.10	48.21
Grain mill products.....	40.0	42.9	41.4	1.96	1.97	1.91	78.49	84.77	79.19
Bread and other bakery products.....	40.6	40.8	41.0	1.76	1.75	1.67	71.49	71.28	68.55
Distilled liquors.....	40.7	41.4	40.1	2.41	2.35	2.28	98.25	97.41	91.67
Malt liquors.....	40.1	39.1	38.8	2.59	2.58	2.50	103.89	100.82	97.01
Confectionery.....	39.2	40.6	34.7	1.44	1.42	1.38	56.54	57.76	47.77
Tobacco and tobacco products.....	35.1	38.9	33.3	2.10	2.01	2.08	73.74	78.45	69.25
Rubber products.....	39.4	42.4	36.2	2.12	2.11	2.02	83.68	89.50	73.11
Leather products.....	35.9	40.9	35.0	1.42	1.42	1.35	51.06	57.92	47.42
Boots and shoes (except rubber).....	35.4	40.3	34.5	1.38	1.38	1.30	48.82	55.66	45.02
Other leather products.....	37.0	41.9	36.0	1.50	1.49	1.46	55.45	62.29	52.62
Textile products (except clothing).....	39.0	42.7	39.1	1.59	1.58	1.51	62.19	67.62	59.03
Cotton yarn and broad woven goods.....	38.3	42.1	38.4	1.63	1.64	1.53	62.45	68.94	58.81
Woollen goods.....	39.4	42.9	38.6	1.44	1.44	1.38	56.61	61.74	53.18
Synthetic textiles and silk.....	39.9	43.3	40.5	1.73	1.70	1.64	68.81	73.55	66.31
Clothing (textile and fur).....	34.5	38.6	32.5	1.34	1.33	1.28	46.14	51.29	41.52
Men's clothing.....	34.8	38.6	32.4	1.32	1.31	1.28	45.91	50.60	41.63
Women's clothing.....	31.3	35.9	29.8	1.43	1.41	1.35	44.83	50.60	40.25
Knit goods.....	38.2	42.8	35.7	1.27	1.26	1.20	48.39	54.01	42.74
*Wood products.....	38.2	41.9	37.1	1.83	1.83	1.75	69.93	76.77	65.12
Saw and planing mills.....	37.4	40.8	36.6	1.98	1.98	1.87	73.99	80.64	68.47
Furniture.....	39.7	44.1	38.2	1.63	1.64	1.60	64.70	72.27	61.05
Other wood products.....	38.7	42.8	37.9	1.52	1.51	1.41	58.66	64.80	53.23
Paper products.....	40.6	42.0	39.4	2.45	2.39	2.42	99.52	100.25	95.51
Pulp and paper mills.....	41.7	41.9	40.7	2.66	2.59	2.62	110.80	108.59	106.78
Other paper products.....	37.9	42.0	35.7	1.86	1.89	1.81	70.29	79.18	64.67
*Printing, publishing and allied industries.....	37.7	39.4	37.5	2.49	2.48	2.41	93.63	97.96	90.52
*Iron and steel products.....	39.3	42.1	38.6	2.31	2.33	2.27	90.86	98.02	87.55
Agricultural implements.....	36.9	40.5	37.0	2.41	2.43	2.36	88.92	98.29	87.06
Fabricated and structural steel.....	40.4	42.5	39.0	2.23	2.26	2.18	90.00	96.32	85.03
Hardware and tools.....	40.6	43.1	40.2	1.95	1.97	1.88	79.40	84.94	75.68
Heating and cooking appliances.....	38.9	41.4	36.1	1.97	1.99	1.92	76.57	82.50	69.28
Iron castings.....	38.5	42.8	36.5	2.25	2.28	2.17	86.73	97.32	79.05
Machinery, industrial.....	40.2	43.3	39.3	2.19	2.22	2.13	88.23	95.94	83.82
Primary iron and steel.....	39.8	41.0	40.0	2.70	2.71	2.68	107.71	111.18	107.38
Sheet metal products.....	37.8	41.7	36.9	2.17	2.20	2.15	82.10	91.53	79.32
Wire and wire products.....	39.5	43.1	40.9	2.23	2.26	2.20	88.18	97.56	89.85
*Transportation equipment.....	40.3	40.4	39.9	2.44	2.40	2.37	98.45	96.87	94.35
Aircraft and parts.....	39.8	41.8	40.1	2.33	2.36	2.28	92.66	98.75	91.23
Motor vehicles.....	42.0	37.8	42.1	2.66	2.60	2.67	111.51	98.03	112.44
Motor vehicle parts and accessories.....	40.8	41.7	39.7	2.50	2.35	2.31	102.12	93.13	91.70
Railroad and rolling stock equipment.....	40.2	40.9	40.1	2.28	2.30	2.19	91.77	93.82	87.74
Shipbuilding and repairing.....	36.9	41.0	35.4	2.34	2.38	2.24	86.33	97.66	79.37
*Non-ferrous metal products.....	40.5	41.3	39.8	2.40	2.31	2.31	97.32	95.29	91.90
Aluminum products.....	39.8	41.5	39.4	2.05	2.04	2.02	81.55	84.86	79.34
Brass and copper products.....	40.1	43.5	39.3	2.20	2.23	2.13	88.35	96.87	83.87
Smelting and refining.....	41.3	40.3	40.6	2.72	2.58	2.61	112.47	104.96	106.14
*Electrical apparatus and supplies.....	38.8	41.4	38.8	2.04	2.04	1.97	79.23	84.44	76.54
Heavy electrical machinery and equipment.....	40.6	41.9	39.5	2.30	2.27	2.20	93.50	95.33	86.95
Telecommunication equipment.....	38.1	40.5	38.0	1.81	1.82	1.78	69.14	74.62	67.66
*Non-metallic mineral products.....	40.2	44.4	39.1	2.11	2.10	2.04	84.74	94.29	79.74
Clay products.....	39.8	43.2	38.4	1.91	1.88	1.80	75.97	81.16	68.95
Glass and glass products.....	40.8	41.7	39.9	2.10	2.13	2.07	85.63	88.82	82.64
Products of petroleum and coal.....	42.6	42.5	41.8	2.92	2.87	2.84	124.29	121.86	118.67
Petroleum refining and products.....	42.6	42.3	41.8	2.95	2.90	2.87	125.78	122.74	119.89
Chemical products.....	40.6	41.0	40.2	2.29	2.26	2.23	92.96	92.88	89.74
Medicinal and pharmaceutical preparations.....	39.4	39.6	38.8	1.77	1.77	1.72	69.67	69.84	66.54
Acids, alkalis and salts.....	41.0	41.1	40.6	2.66	2.60	2.62	108.87	106.94	106.31
Miscellaneous manufacturing industries.....	38.8	41.8	38.4	1.69	1.66	1.64	65.53	69.19	62.95
Construction	34.5	41.5	32.8	2.30	2.31	2.17	79.27	91.98	71.19
Building and general engineering.....	32.9	41.2	30.6	2.52	2.52	2.40	82.85	103.83	73.29
Highways, bridges and streets.....	37.8	42.3	37.1	1.90	1.90	1.81	71.96	80.23	67.09
Electric and motor transportation	43.3	44.5	42.2	2.12	2.10	2.05	91.67	93.52	86.55
Service	36.2	36.7	36.5	1.24	1.24	1.18	44.91	45.45	43.17
Hotels and restaurants.....	35.9	36.1	36.6	1.20	1.20	1.16	43.08	43.33	42.29
Laundries and dry cleaning plants.....	38.9	39.8	37.3	1.18	1.18	1.10	45.73	46.85	41.22

*Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 199, February 1965 issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS ON HAND

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations on Hand		
	Male	Female	Total	Male	Female	Total
End of:						
March 1960.....	10,402	11,830	22,232	652,107	182,883	834,990
March 1961.....	9,927	11,387	21,314	683,034	180,982	864,016
March 1962.....	15,134	15,359	30,543	579,641	158,342	737,983
March 1963.....	16,085	16,459	32,544	584,889	158,307	743,196
March 1964.....	23,470	18,805	42,275	511,312	149,296	660,608
April 1964.....	28,985	22,337	51,322	445,744	141,472	587,216
May 1964.....	30,955	23,676	54,631	319,268	126,509	445,777
June 1964.....	28,693	21,359	50,052	266,490	149,069	406,559
July 1964.....	29,445	19,458	48,903	233,564	128,799	362,363
August 1964.....	30,171	24,058	54,229	197,724	109,554	307,278
September 1964.....	33,617	23,611	57,228	173,988	104,907	278,895
October 1964.....	29,159	19,727	48,886	203,340	110,611	313,951
November 1964.....	38,620	22,704	61,324	254,346	118,294	372,640
December 1964.....	25,171	14,758	39,929	378,125	130,721	508,846
January 1965.....	22,509	15,141	37,650	447,847	152,195	600,042
February 1965 ⁽¹⁾	23,142	16,364	39,506	453,555	153,426	606,981
March 1965 ⁽¹⁾	27,436	19,898	47,334	447,673	149,274	596,947

⁽¹⁾ Preliminary.

*Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1961-1964, AND DURING MONTH, FEBRUARY 1964—FEBRUARY 1965

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1961—Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	433,471
1963—Year.....	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1964—Year.....	2,894,099	1,170,889	1,030,199	530,575	845,696	395,380
1964—February.....	214,467	78,941	55,008	32,358	44,376	22,297
1964—March.....	215,718	74,565	66,580	34,818	50,178	24,578
April.....	236,915	88,740	95,252	43,563	75,095	29,285
May.....	207,806	88,218	95,076	44,484	78,405	31,264
June.....	234,674	109,636	87,592	47,201	74,485	34,649
July.....	237,632	111,717	97,585	53,022	81,610	42,217
August.....	198,847	97,928	86,991	56,448	69,893	41,514
September.....	209,609	107,109	108,719	55,219	90,230	43,051
October.....	228,509	99,357	88,832	41,509	72,982	30,636
November.....	277,052	104,803	109,323	45,645	82,945	30,749
December.....	341,413	103,065	77,455	41,458	76,480	40,686
1965—January.....	272,107 [*]	100,622 [*]	65,179	34,426	53,989	23,938
February ⁽¹⁾	207,415	79,029	62,727	32,744	49,152	22,308

⁽¹⁾ Preliminary.

* revised.

**TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX,
DURING FEBRUARY 1965¹**

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from February 1964	
Agriculture, Fishing, Trapping	590	63	653	—	6
Forestry	1,296	17	1,313	—	371
Mining, Quarrying and Oil Wells	779	66	845	+	212
Metal Mining.....	478	16	494	+	189
Fuels.....	143	26	169	—	13
Non-Metal Mining.....	56	3	59	+	32
Quarrying, Clay and Sand Pits.....	35	1	36	—	26
Prospecting.....	67	20	87	+	30
Manufacturing	12,873	6,490	19,363	+	671
Foods and Beverages.....	1,102	831	1,933	+	235
Tobacco and Tobacco Products.....	10	39	49	+	21
Rubber Products.....	98	80	178	—	73
Leather Products.....	201	313	514	—	13
Textile Products (except clothing).....	572	405	977	—	23
Clothing (textile and fur).....	445	1,758	2,203	—	195
Wood Products.....	1,775	267	2,042	+	40
Paper Products.....	813	255	1,068	+	42
Printing, Publishing and Allied Industries.....	590	472	1,062	+	348
Iron and Steel Products.....	2,371	364	2,735	—	92
Transportation Equipment.....	2,350	278	2,628	+	297
Non-Ferrous Metal Products.....	480	165	645	+	18
Electrical Apparatus and Supplies.....	504	366	870	—	153
Non-Metallic Mineral Products.....	440	99	539	+	38
Products of Petroleum and Coal.....	89	12	101	+	33
Chemical Products.....	550	333	883	+	164
Miscellaneous Manufacturing Industries.....	483	453	936	—	16
Construction	7,474	185	7,659	+	745
General Contractors.....	5,073	108	5,181	+	1,031
Special Trade Contractors.....	2,401	77	2,478	—	286
Transportation, Storage and Communication	5,858	395	6,253	+	2,785
Transportation.....	5,459	196	5,655	+	2,669
Storage.....	312	56	368	+	114
Communication.....	87	143	230	+	2
Public Utility Operation	146	45	191	+	34
Trade	7,230	3,353	10,583	+	471
Wholesale.....	3,056	1,008	4,064	+	653
Retail.....	4,174	2,345	6,519	—	182
Finance, Insurance and Real Estate	611	1,087	1,698	+	237
Service	12,295	10,607	22,902	+	9
Community or Public Service.....	714	1,236	1,950	+	308
Government Service.....	5,877	803	6,680	—	1,150
Recreation Service.....	289	136	425	+	50
Business Service.....	1,030	702	1,732	+	7
Personal Service.....	4,385	7,730	12,115	+	794
GRAND TOTAL	49,152	22,308	71,460	+	4,787

¹Preliminary.

**TABLE D-4—REGISTRATIONS ON HAND, BY OCCUPATION AND BY SEX, AS AT
FEBRUARY 26, 1965¹**

(Source: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations on Hand		
	Male	Female	Total
Professional & Managerial Workers.....	9,095	2,140	11,235
Clerical Workers.....	20,563	46,871	67,434
Sales Workers.....	8,964	20,002	28,966
Personal & Domestic Service Workers.....	43,149	32,663	75,812
Seamen.....	4,580	111	4,691
Agriculture, Fishing, Forestry (Ex. log.).....	9,402	1,037	10,439
Skilled and Semi-Skilled Workers.....	195,744	18,117	213,861
Food and kindred products (incl. tobacco).....	1,699	576	2,275
Textiles clothing, etc.....	2,220	10,456	12,676
Lumber and lumber products.....	24,494	153	24,647
Pulp, paper (incl. printing).....	1,490	559	2,049
Leather and leather products.....	997	940	1,937
Stone, clay & glass products.....	664	33	697
Metalworking.....	11,568	970	12,538
Electrical.....	2,177	1,033	3,210
Transportation equipment.....	687	56	743
Mining.....	1,834	.....	1,834
Construction.....	62,557	10	62,567
Transportation (except seamen).....	39,352	116	39,468
Communications & public utility.....	868	2	870
Trade and service.....	5,900	1,942	7,842
Other skilled and semi-skilled.....	26,097	974	27,071
Foremen.....	5,015	284	5,299
Apprentices.....	8,125	13	8,138
Unskilled Workers.....	162,058	32,485	194,543
Food and tobacco.....	7,356	10,703	18,059
Lumber & lumber products.....	18,034	590	18,534
Metalworking.....	4,664	709	5,373
Construction.....	87,481	6	87,487
Other unskilled workers.....	44,523	20,567	65,090
GRAND TOTAL.....	453,555	153,426	606,981

¹Preliminary.

**TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS,
AT FEBRUARY 26, 1965**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations on Hand		Office	Registrations on Hand	
	(a) Feb. 26, 1965	Previous Year Feb. 28, 1964		(a) Feb. 26, 1965	Previous Year Feb. 28, 1964
Newfoundland.....	27,559	31,055	Quebec—Concluded		
Corner Brook.....	5,402	6,163	Sherbrooke.....	6,331	5,780
Grand Falls.....	3,062	3,068	Sorel.....	2,199	2,289
St. John's.....	19,095	21,824	Thetford Mines.....	2,089	2,511
Prince Edward Island.....	5,429	5,709	Trois-Rivières.....	5,609	6,265
Charlottetown.....	3,704	3,613	Val d'Or.....	1,333	2,193
Summerside.....	1,725	2,096	Valleyfield.....	2,825	2,432
Nova Scotia.....	29,728	33,695	Victoriaville.....	2,505	2,614
Amherst.....	1,124	1,267	Ville St. Georges.....	3,604	3,870
Bridgewater.....	1,788	1,995	Ontario.....	170,092	189,260
Halifax.....	6,368	7,011	Amprior.....	440	510
Inverness.....	1,150	1,339	Barrie.....	1,575	1,604
Kentville.....	3,301	3,435	Belleville.....	1,996	2,280
Liverpool.....	672	762	Bracebridge.....	1,398	1,502
New Glasgow.....	3,387	4,330	Brampton.....	1,609	1,540
Springhill.....	800	1,038	Brantford.....	2,128	2,439
Sydney.....	4,484	5,009	Brookville.....	755	765
Sydney Mines.....	1,692	1,805	Carleton Place.....	494	385
Turo.....	1,651	2,127	Chatham.....	2,072	2,335
Yarmouth.....	3,311	3,577	Cobourg.....	908	925
New Brunswick.....	32,453	34,146	Collingwood.....	1,031	981
Bathurst.....	6,566	6,608	Cornwall.....	2,936	3,353
Campbellton.....	3,079	3,055	Elliot Lake.....	450	463
Edmundston.....	2,540	2,499	Fort Erie.....	700	845
Fredericton.....	1,759	1,928	Fort Frances.....	825	903
Minto.....	350	399	Fort William.....	2,528	2,935
Moncton ⁽¹⁾	8,311	8,889	Galt.....	1,151	955
Newcastle.....	3,355	3,259	Gananoque.....	562	443
Saint John.....	3,152	3,335	Goderich.....	592	745
St. Stephen.....	1,285	1,849	Guelph.....	1,212	1,337
Sussex.....	565	615	Hamilton.....	11,455	13,001
Woodstock.....	1,485	1,710	Hawkesbury.....	1,084	1,191
Quebec.....	194,386	213,795	Kapuskasing.....	1,468	581
Alma.....	2,095	2,702	Kenora.....	2,129	2,212
Asbestos.....	868	1,032	Kingston.....	2,188	2,335
Baie Comeau.....	1,470	1,325	Kirkland Lake.....	805	900
Beauharnois.....	1,229	1,529	Kitchener.....	2,296	2,525
Buckingham.....	1,203	1,323	Leamington.....	786	1,120
Chaussepac.....	2,493	3,082	Lindsay.....	731	848
Chandler.....	2,608	2,853	Listowel.....	384	463
Chicoutimi.....	2,553	2,738	London.....	5,035	5,463
Crowsville.....	871	527	Long Branch.....	3,529	3,902
Dolbeau.....	1,238	1,767	Midland.....	1,485	1,424
Drummondville.....	2,786	2,560	Napanea.....	740	850
Farnham.....	645	635	New Liskeard.....	417	553
Forestville.....	1,129	1,719	Newmarket.....	1,478	1,642
Gaspé.....	1,886	2,612	Niagara Falls.....	2,544	3,137
Granby.....	2,278	2,482	North Bay.....	1,780	2,197
Hull.....	5,156	5,190	Oakville.....	720	877
Joliette.....	4,504	4,893	Orillia.....	1,201	1,181
Jonquière.....	2,807	2,894	Oshawa.....	4,992	5,037
Lacate.....	940	1,019	Ottawa.....	7,280	8,051
Lac Mégantic.....	1,550	1,460	Owen Sound.....	1,824	1,965
La Malbaie.....	2,883	2,995	Parry Sound.....	558	733
La Tuque.....	812	1,014	Pembroke.....	1,803	2,092
Lévis.....	4,746	5,564	Perth.....	691	761
Louiseville.....	1,402	1,455	Peterborough.....	2,942	3,248
Magog.....	966	815	Picton.....	648	615
Maniwaki.....	1,087	1,096	Port Arthur.....	3,115	4,083
Matane.....	3,002	3,289	Port Colborne.....	729	970
Mont-Laurier.....	1,243	1,361	Prescott.....	971	933
Montmagny.....	2,523	2,530	Renfrew.....	529	584
Montréal.....	57,266	65,145	St. Catharines.....	3,526	4,055
New Richmond.....	2,258	2,592	St. Thomas.....	1,117	1,109
Port Alfred.....	1,383	1,446	Sarnia.....	2,489	3,041
Québec.....	15,848	16,836	Sault Ste. Marie.....	3,002	3,021
Rimouski.....	4,177	4,883	Simcoe.....	1,283	1,780
Rivière du Loup.....	5,458	6,040	Smiths Falls.....	543	622
Roberval.....	1,611	1,716	Stratford.....	817	742
Rouyn.....	1,751	2,696	Sturgeon Falls.....	784	1,089
Ste. Agathe des Monts.....	1,397	1,488	Sudbury.....	3,670	4,988
Ste. Anne de Bellevue.....	1,512	1,407	Tillsonburg.....	473	645
Ste. Thérèse.....	2,483	2,938	Timmins.....	1,867	1,931
St. Hyacinthe.....	2,384	2,302	Toronto.....	44,342	48,028
St. Jean.....	2,610	2,240	Trenton.....	911	1,025
St. Jérôme.....	2,097	2,198	Walkerton.....	879	1,019
Sept-Iles.....	2,297	2,297	Wallaceburg.....	662	704
Shawinigan.....	4,706	5,106	Welland.....	2,094	2,247
			Weston.....	3,698	3,735
			Windsor.....	5,510	6,865
			Woodstock.....	787	845

**TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS,
AT FEBRUARY 26, 1965**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Registrations on Hand		Office	Registrations on Hand	
	(1) Feb. 26, 1965	Previous Year Feb. 28, 1964		(1) Feb. 26, 1965	Previous Year Feb. 28, 1964
Manitoba	26,865	29,690	British Columbia	65,857	65,772
Brandon.....	2,560	2,789	Chilliwack.....	2,163	2,185
Dauphin.....	1,537	1,939	Courtenay.....	1,359	1,190
Flin Flon.....	217	222	Cranbrook.....	1,121	1,224
Portage la Prairie.....	1,390	1,421	Dawson Creek.....	1,363	1,407
The Pas.....	496	546	Duncan.....	858	717
Winnipeg.....	20,665	22,773	Kamloops.....	2,208	1,561
Saskatchewan	21,764	22,063	Kelowna.....	2,152	1,703
Estevan.....	515	490	Mission City.....	1,304	1,352
Lloydminster.....	524	479	Nanaimo.....	1,125	1,104
Moose Jaw.....	1,653	1,561	Nelson.....	901	1,025
North Battleford.....	1,473	1,474	New Westminster.....	8,926	9,176
Prince Albert.....	2,710	2,961	Penticton.....	2,558	2,325
Regina.....	5,504	5,354	Port Alberni.....	793	762
Saskatoon.....	5,109	5,125	Prince George.....	1,757	1,487
Swift Current.....	1,152	1,039	Prince Rupert.....	1,715	1,772
Weyburn.....	501	472	Quesnel.....	839	769
Yorkton.....	2,623	3,108	Trail.....	998	1,102
Alberta	32,848	37,318	Vancouver.....	26,991	27,882
Blairmore.....	545	400	Vernon.....	2,048	1,963
Calgary.....	10,400	11,282	Victoria.....	4,154	4,463
Drumheller.....	596	744	Whitehorse.....	524	603
Edmonton.....	14,112	17,218	CANADA	606,981	662,503
Edson.....	284	472			
Grande Prairie.....	820	1,012	Males.....	453,555	508,125
Lethbridge.....	3,023	3,069			
Medicine Hat.....	1,476	1,521	Females.....	153,426	154,378
Red Deer.....	1,592	1,600			

(1)Preliminary.

(2)Includes 1320 registrations reported by the Iles-de-la-Madeleine, Que. local office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 208, February issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1964—December.....	4,567,000	4,088,800	478,200
November.....	4,369,000	4,094,500	274,500
October.....	4,298,000	4,083,500	214,500
September.....	4,304,000	4,130,400	173,600
August.....	4,330,000	4,148,000	182,000
July.....	4,271,000	4,065,700	205,300
June.....	4,241,000	4,039,100	201,900
May.....	4,173,000	3,922,900	250,100
April.....	4,280,000	3,782,900	497,100
March.....	4,348,000	3,750,700	597,300
February.....	4,339,000	3,731,900	607,100
January.....	4,334,000	3,735,400	598,600
1963—December.....	4,326,000	3,793,700	532,300

Collective Bargaining Scene

(Continued from page 336)

Company and Location	Union
Shell Oil, Montreal, Que.	Shell Empl. Council (Ind.)
Silverwood Dairies, Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Spruce Falls Power & Paper & Kimberly-Clark of Canada, Kapuskasing, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL- CIO/CLC)
Steinberg's Ltd., Island of Montreal, Que.	Steinberg's Empl. Protective Assn. (Ind.)
Steinberg's Ltd., Island of Montreal, Que.	Steinberg's Warehouse & Transport Empl. Assn. (Ind.)
Thompson Products, St. Catharines, Ont.	Empl. Assn. (Ind.)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Union Carbide (Metals & Carbon Div.), Welland, Ont.	UE (Ind.)
Winnipeg City, Man.	Public Empl. (CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)

Conciliation Officer

Atomic Energy of Canada, Chalk River & Deep River, Ont.	Atomic Energy Allied Council (AFL-CIO/CLC)
Automotive Transport Labour Relations Assn., B.C.	Teamsters (Ind.)
Brewers Warehousing, province-wide, Ont.	Brewery Wkrs. (AFL-CIO/CLC)
B.C. Hotels Assn., New Westminster, Burnaby & Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC) (beverage dis- pensers)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Cdn. Cannery, Vancouver & Penticton, B.C.	Packinghouse Wkrs. (AFL-CIO/CLC)
Cockshutt Farm Equipment of Canada, Brantford, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
Eldorado Mining & Refining, Eldorado, Sask.	Mine, Mill & Smelter Wkrs. (Ind.)
Firestone Tire & Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Fraser Valley Milk Producers' Assn. & other dairies, Vancouver & New Westminster, B.C.	Teamsters (Ind.)
Fry-Cadbury Ltd., Montreal, Que.	Bakery Wkrs. (CLC)
Goodyear Tire & Rubber, Bowmanville, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Goodyear Tire & Rubber, New Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hospitals (7) Three Rivers, Cap de la Madeleine, Grand'Mere, Shawinigan & La Tuque, Que.	Service Empl. Federation (CNTU)
Hotel Chateau Laurier (CNR), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES
BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX,
JANUARY 29, 1965**

(Counted on last working day of the month)

SOURCE: Statistical Report on the Operation of the Unemployment Insurance Act, DBS

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1-4	5-13	14-26	27 or more ⁽¹⁾	Dec. 31, 1964	Jan. 31, 1964
CANADA	547,842	242,455	239,111	45,586	20,700	478,244	598,561
Male.....	419,881	191,298	191,364	26,007	11,212	360,162	468,375
Female.....	127,961	51,147	47,747	19,579	9,488	118,082	130,186
Newfoundland	33,842	13,648	18,368	1,434	392	27,465	35,042
Male.....	31,812	12,877	17,539	1,108	288	25,641	33,551
Female.....	2,030	771	829	326	104	1,824	2,391
Prince Edward Island	6,740	2,241	4,280	188	31	5,342	7,284
Male.....	5,515	1,854	3,536	109	16	4,315	6,102
Female.....	1,225	387	744	79	15	1,027	1,182
Nova Scotia	33,831	14,912	15,344	2,323	1,252	27,748	37,386
Male.....	28,753	12,952	13,307	1,583	911	23,436	32,104
Female.....	5,078	1,960	2,037	740	341	4,312	5,282
New Brunswick	33,785	13,021	17,800	2,220	744	28,196	33,915
Male.....	27,322	11,032	14,599	1,272	419	22,878	27,364
Female.....	6,463	1,989	3,201	948	325	5,318	6,551
Quebec	164,245	76,012	67,746	13,910	6,577	144,373	179,451
Male.....	130,526	63,303	55,221	8,527	3,475	109,731	144,845
Female.....	33,719	12,709	12,525	5,383	3,102	34,642	34,606
Ontario	137,803	61,456	55,313	13,609	7,425	127,351	166,152
Male.....	91,106	42,225	38,054	6,920	3,907	83,521	118,461
Female.....	46,697	19,231	17,259	6,689	3,518	43,830	47,691
Manitoba	26,544	10,663	12,527	2,557	797	21,047	25,870
Male.....	19,771	7,843	10,168	1,356	404	15,751	20,305
Female.....	6,773	2,820	2,359	1,201	393	5,296	5,565
Saskatchewan	19,275	8,211	9,432	1,316	316	15,621	19,760
Male.....	15,619	6,591	8,248	628	152	12,561	16,191
Female.....	3,656	1,620	1,184	688	164	3,060	3,569
Alberta	27,506	12,020	12,116	2,523	847	23,786	32,221
Male.....	21,247	9,325	10,187	1,301	434	18,525	25,111
Female.....	6,259	2,695	1,929	1,222	413	5,261	7,110
British Columbia	64,271	30,261	26,185	5,506	2,319	57,315	60,580
Male.....	48,210	23,296	20,505	3,203	1,206	43,803	44,341
Female.....	16,061	6,965	5,680	2,303	1,113	13,512	16,239

⁽¹⁾The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

Company and Location	Union
John Inglis Co. Limited, Toronto & Scarborough, Ont.	Steelworkers (AFL-CIO/CLC)
Montreal City, Que.	Public Service Empl. Federation (CNTU) (inside empl.)
National Harbours Board, Montreal, Que.	CNTU-chartered local
Northern Electric, Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC) (shop, warehouse & installation empl.)
Ocean Cement Limited, Greater Vancouver, Fraser Valley & Vancouver Island, B.C.	Teamsters (Ind.)
Phillips Cables Ltd., Brockville, Ont.	IUE (AFL-CIO/CLC)
Royal Alexandra Hospital, Edmonton, Alta.	Public Empl. (CLC)
Toronto Electric Commissioners, Toronto, Ont.	Public Empl. (CLC)
Vancouver City, B.C.	Fire Fighters (AFL-CIO/CLC)
Victoria Hospital, London, Ont.	Building Service Empl. (AFL-CIO/CLC)
Hiram Walker & Sons, Walkerville, Ont.	Distillery Wkrs. (AFL-CIO/CLC)

Conciliation Board

Anaconda American Brass, New Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)

(Continued on page 391)

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE,
JANUARY 1965**

SOURCE: Statistical Report on the Operation of the Unemployment Insurance Act, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	9,475	8,261	1,214	14,750	11,941	2,809	2,952
Prince Edward Island.....	1,823	1,589	234	2,549	2,213	336	496
Nova Scotia.....	13,268	10,973	2,295	16,511	14,465	2,046	3,497
New Brunswick.....	11,727	9,706	2,021	15,423	13,084	2,339	3,261
Quebec.....	70,740	53,566	17,174	85,456	68,243	17,213	28,175
Ontario.....	63,924	49,777	14,147	73,125	58,444	14,681	22,602
Manitoba.....	9,318	7,537	1,781	10,071	8,205	1,866	3,096
Saskatchewan.....	7,338	6,148	1,190	9,507	7,976	1,531	2,085
Alberta.....	12,181	9,633	2,548	14,092	11,539	2,553	3,759
British Columbia (incl. Yukon Terri- tory).....	30,373	23,845	6,528	38,746	32,680	6,066	8,096
Total, Canada, January 1965.....	230,167	181,035	49,132	280,230	228,790	51,440	78,019
Total, Canada, Dec. 1964.....	316,380	241,898	74,482	265,533	221,481	44,052	128,082
Total, Canada, January 1964.....	258,575	201,577	56,998	314,609	264,637	49,972	70,052

*In addition, revised claims received numbered 46,483.

†In addition, 43,416 revised claims were disposed of. Of these, 4,457 were special requests not granted and 1,747 appeals by claimants. There were 12,893 revised claims pending at the end of the month.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, JANUARY 1965

SOURCE: Statistical Report on the Operation of the Unemployment Insurance Act, DBS

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	95,787	2,367,516
Prince Edward Island.....	21,500	490,071
Nova Scotia.....	90,062	2,031,049
New Brunswick.....	96,022	2,197,059
Quebec.....	472,905	11,990,421
Ontario.....	422,038	10,364,457
Manitoba.....	67,474	1,738,756
Saskatchewan.....	55,719	1,447,461
Alberta.....	81,894	2,122,844
British Columbia (including Yukon Territory).....	189,115	5,096,302
Total, Canada, January 1965.....	1,592,516	39,845,936
Total, Canada, December 1964.....	998,978	24,497,865
Total, Canada, January 1964.....	1,851,619	46,411,642

*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1960—Year.....	128.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year.....	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year.....	135.4	132.4	138.4	119.2	142.0	168.0	151.8	120.2
1964—March.....	134.6	131.3	137.5	118.6	143.0	165.4	152.3	119.4
April.....	135.0	131.8	137.8	119.1	142.8	166.5	151.0	119.5
May.....	135.0	131.2	138.3	118.7	142.4	167.3	151.5	120.2
June.....	135.3	132.5	138.4	119.0	142.0	167.3	151.4	120.2
July.....	136.2	135.4	138.7	119.0	141.6	167.3	151.5	120.2
August.....	136.1	135.1	138.7	118.9	141.4	167.5	151.5	120.2
September.....	135.6	132.7	138.9	119.4	141.6	167.7	150.9	120.2
October.....	135.6	131.0	139.2	120.7	141.4	170.4	151.1	121.4
November.....	135.9	132.0	139.3	120.9	141.4	171.1	152.3	121.6
December.....	136.8	133.2	139.6	121.0	142.7	174.3	153.5	121.6
1965—January.....	136.9	132.5	139.8	119.2	146.3	174.4	154.0	121.6
February.....	137.2	133.1	140.1	119.5	146.3	174.6	153.4	121.8
March.....	137.3	133.3	140.2	120.4	145.6	174.6	153.4	121.9

NOTE: 1960 figures are 1947-48 weighted; figures for 1961 *et seq* are 1957 weighted.

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF FEBRUARY 1965

(1949=100)

	All-Items			Food	Housing	Clothing	Transportation	Health and personal care	Recreation and reading	Tobacco and alcohol
	Feb. 1964	Jan. 1965	Feb. 1965							
①St. John's, Nfld.....	120.8	122.0	122.5	119.0	116.0	115.4	121.1	165.3	149.6	115.9
Halifax.....	131.6	132.6	133.0	127.8	134.1	129.4	138.9	168.8	171.2	125.7
Saint John.....	134.3	135.5	135.6	131.9	133.7	128.2	145.8	191.1	155.7	125.7
Montreal.....	134.7	136.3	136.4	139.3	135.6	110.5	163.3	183.7	154.5	124.9
Ottawa.....	135.0	136.7	137.2	134.4	137.5	124.0	158.7	181.2	150.2	126.5
Toronto.....	136.0	138.2	138.6	131.5	141.1	127.3	145.0	172.5	190.4	123.9
Winnipeg.....	131.4	134.0	134.4	131.9	130.0	125.7	139.1	187.7	142.3	138.5
Saskatoon-Regina.....	129.0	130.5	130.8	129.4	128.8	132.8	137.4	149.0	149.2	120.9
Edmonton-Calgary.....	127.7	128.8	129.0	124.1	127.4	128.2	133.7	171.7	144.8	120.6
Vancouver.....	131.7	134.5	134.3	130.9	135.9	123.0	147.8	156.4	153.2	123.3

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

①St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada as compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 1164, December 1964 issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1960-1965

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1960.....	268	274	49,408	738,700	0.19
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1963.....	318	332	83,428	917,410	0.07
*1964.....	313	329	100,214	1,572,220	0.13
*1964: February.....	24	46	7,957	82,410	0.08
March.....	24	50	7,142	92,450	0.08
April.....	17	41	8,617	88,900	0.08
May.....	15	35	7,488	63,700	0.06
June.....	46	66	15,148	195,680	0.16
July.....	38	72	18,183	147,710	0.12
August.....	36	68	11,418	108,200	0.10
September.....	26	63	9,039	104,010	0.09
October.....	30	60	10,593	101,580	0.09
November.....	25	57	15,080	105,590	0.09
December.....	19	48	33,689	460,260	0.38
*1965: January.....	24	47	29,768	220,380	0.21
February.....	24	50	29,596	294,100	0.27

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, FEBRUARY 1965, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....			
Mines.....	2	1,649	6,290
Manufacturing.....	29	18,592	209,330
Construction.....	5	169	300
Transpn. & utilities.....	5	2,279	15,530
Trade.....	6	3,308	53,220
Finance.....			
Service.....	3	599	9,430
Public administration.....			
All industries.....	50	26,596	294,100

TABLE G-3—STRIKES AND LOCKOUTS, FEBRUARY 1965, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	1	96	680
Prince Edward Island.....			
Nova Scotia.....	2	1,255	4,400
New Brunswick.....	1	6	110
Quebec.....	6	3,918	61,830
Ontario.....	27	18,201	207,620
Manitoba.....			
Saskatchewan.....	1	8	40
Alberta.....	1	44	130
British Columbia.....	8	998	5,030
Federal.....	3	2,070	14,260
All jurisdictions.....	50	26,596	294,100

**TABLE G-1—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
FEBRUARY 1965**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Feb.	Accu- mulated		
MINES						
<i>Mineral Fuels</i> Crownest Pass Coal, Michel and Fernie, B.C.	Mine Workers Loc. 7292 (Ind.)	449	2,690	8,980	Jan. 12 Feb. 8	Wages, fringe benefits~8¢ an hr. increase July 1, 1964 to Dec. 1, 1964, 10¢ an hr. 1965, a further 12¢ in 1966; 2 additional statutory holidays, 3 weeks vacation after 10 years
Dominion Coal (No. 26 Colliery), Glace Bay, N.S.	Mine Workers Loc. 4529 (Ind.)	1,200	3,600	3,600	Feb. 23 Feb. 28	Alleged unsafe conditions on certain long wall~Return of workers, claim of unsafe con- ditions to be reviewed.
MANUFACTURING						
<i>Food and Beverages</i> Presswood Bros., Toronto, Ont.	Packinghouse Workers Loc. 716 (AFL-CIO/CLC)	192	3,840	6,720	Jan. 11	Wages, hours~
McGavin Toastmaster, Nanaimo, New Westmin- ster, Vancouver and Victoria, B.C.	Teamsters Loc. 189 (Ind.)	297	300	300	Feb. 2 Feb. 3	Wages~\$7. a wk. increase re- troactive to Sep. 30, 1964, \$8. a wk. Sep. 30, 1965, a further \$7. Sep. 30, 1966; salesmen's commission rates will also increase.
<i>Rubber</i> National Rubber and Pneuco Machinery, Toronto, Ont.	Rubber Workers Loc. 750 (AFL-CIO/CLC)	211	200	20,010	Sep. 28 Feb. 2	Wages, hours union security, irrevocable check-off~Ret- urn of some workers, re- placement of others when pickets withdrawn.
<i>Textiles</i> DuPont of Canada, Kingston, Ont.	District 50 (UMWA) Loc. 13160 (Ind.)	1,700	1,700	1,700	Feb. 25	Wages, closed shop, other changes~
<i>Paper</i> Bathurst Containers, Port Whitby, Ont.	Woodworkers Loc. 2-242 (AFL-CIO/CLC)	162	320	320	Feb. 9 Feb. 11	Reduction in hours of shift workers during low produc- tion periods~Return of workers pending discussion of problem.
<i>Printing and Publishing</i> The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/ CLC)	920	17,020	142,890	July 9	Working conditions as affect- ed by computers, job secu- rity, union membership of foremen~
<i>Primary Metals</i> Wolverine Tube (Div. of Calumet Hecla of Canada) London, Ont.	Auto Workers Loc. 27 (AFL-CIO/CLC)	110	2,200	15,320	Aug. 19	Wages, other improvements ~
Anaconda American Brass, New Toronto, Ont.	Auto Workers Loc. 399 (AFL-CIO/CLC)	1,100	550	550	Feb. 1 Feb. 2	Week-end furnace work~Ret- urn of workers pending meeting with conciliation officer.
<i>Machinery</i> Brown Boggs Foundry and Machine, Hamilton, Ont.	U.E. Loc. 520 (Ind.)	190	3,800	15,490	Nov. 3 Mar. 1	Wages~10¢ an hr. immedi- ately, 8¢ in 1966.
Massey-Ferguson, Brantford, Toronto and Woodstock, Ont.	Auto Workers Locs. 636, 439, and 458 (AFL-CIO/CLC)	4,870	44,860	44,860	Feb. 4 Feb. 18	Wages, vacations, pension plan~11¢ an hr. increase for non-skilled, 19¢ for trades- men 1st-yr. 2nd-yr. 6¢ or 2.5% whichever is greater, 3rd-yr. 7¢ an hr. or 2.8% whichever is greater; addi- tional week's vacation for all, increased pensioner be- nfits, other improvements.

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
FEBRUARY 1965**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Feb.	Accu- mulated		
<i>Transportation Equipment</i> Chrysler Canada, Windsor, Ont.	Auto Workers Loc. 444 (AFL-CIO/CLC)	6,000	120,000	132,000	Jan. 28	Wages, production standards ~
Bendix-Eclipse, Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	316	4,740	4,740	Feb. 8	Wages~
<i>Electrical Products</i> Canadian General Electric, Peterborough, Ont.	U.E. Loc. 524 (Ind.)	220	220	220	Feb. 1 Feb. 2	Objection to use of camera in time and motion study~Ret- urn of workers following disciplinary suspension.
Canadian General Electric, Peterborough, Ont.	U.E. Loc. 524 (Ind.)	1,900	5,700	5,700	Feb. 3 Feb. 8	Objection to use of camera in time and motion study~Ret- urn of workers pending meeting to resolve differ- ences.
<i>Non-Metallic Mineral Products</i> Raybestos-Manhattan (Canada), Peterborough, Ont.	Steelworkers Loc. 5141 (AFL-CIO/CLC)	159	240	240	Feb. 11 Feb. 15	Company intention to insti- tute swing shift operation~ Return of workers pending further discussions.
CONSTRUCTION						
Fraser-Brace Engineering, Ste-Thérèse, Que.	Building Workers' Federation (CNTU)	115 (399)	120	120	Feb. 25 Feb. 26	Wages~ Wage increases im- mediately, according to clas- sification, further increases Apr. 1, 1965 and Oct. 1, 1965.
TRANSPN. & UTILITIES						
<i>Transportation</i> Nfld. Employers' Association, St. John's, Nfld.	Longshoremen's Protective Union (Ind.)	550	11,000	49,310	Oct. 26	Union refusal to accept terms of Industrial Enquiry Com- mission~
Pacific Great Eastern Railway, Vancouver and various locations, B.C.	Trainmen Locs. 1080 and 845 (AFL-CIO/CLC)	203 (1,200)	1,160	1,160	Feb. 3 Feb. 15	Wages, statutory holidays~ Wage increases varying ac- cording to classification.
National Harbours Board, Saint John, N.B.	I.L.A. Loc. 273 (AFL-CIO/CLC)	1,500	3,210	3,210	Feb. 12 Feb. 15	Parking facilities~New park- ing proposals submitted.
TRADE						
Quebec Liquor Board, Various centres, Que.	CNTU	3,200	51,200	195,200	Dec. 5 Feb. 19	Wages, hours, improved wel- fare benefits, seniority, over- time rates~\$8. a wk. in- crease 1st-yr. \$3. 2nd-yr. \$7. 3rd-yr.; reduction in hours, improved pension plan, seniority, job security, time and one half for over- time.
SERVICE						
<i>Education</i> Thirteen Roman Catholic School Boards, Quebec city suburbs, Que.	Corporation des Instituteurs et Institutrices Catholiques de Quebec	500	8,500	8,500	Feb. 1 Feb. 24	Salaries~Salaries to be brought up to equal pay scale with Quebec City.

Figures in parentheses indicate the number of workers indirectly affected.

H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA, BY TYPE OF ACCIDENT AND INDUSTRY, DURING THE FOURTH QUARTER OF 1964

(Preliminary)

Type of Accident	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Transportation, Storage and Communication	Public Utilities	Trade	Finance	Service	Unspecified	Total
Striking against or stepping on objects.....		1					1	1					3
Struck by:													
(a) tools, machinery, cranes, etc.....	1	2		1	3	6	3						13
(b) moving vehicles.....	1			5	3	6	3		1		2		22
(c) other objects.....	3	18		1	4	20	3				1		48
Caught in, on or between machinery, vehicles, etc.....	2	2	1	3	8	3	5		4		1		36
Collisions, derailments, wrecks, etc.....	5		1	6	10	9	23	2	9		10		75
Falls and slips:													
(a) on same level.....				2	1	2	2	2	1		2		12
(b) to different levels.....		4	19	4	6	11	4	3	1		8		60
Conflagrations, temperature extremes and explosions.....	2		1	1	4	1	2	1					12
Inhalation, absorptions, asphyxiation and industrial diseases.....				7	5	3							15
Electric current.....	3					3		2					8
Over-exertion.....				1	2	2	1				3		9
Miscellaneous accidents.....	3			1	1		1		1		3		10
Total.....	26	27	22	32	44	66	48	11	17		30		323*

*Of this total, 245 fatalities were reported by the various provincial Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 78 were obtained from other sources. The number of fatalities that occur during a quarter is usually greater than shown, as not all fatalities are reported in time for inclusion in the quarterly tables. Fatalities not recorded in the quarterly tables are included in the annual tables appearing in the May issue.

TABLE H-2—INDUSTRIAL FATALITIES IN CANADA, BY INDUSTRY AND PROVINCE, DURING THE FOURTH QUARTER OF 1964

(Preliminary)

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon & N.W.T.	Total
Agriculture.....			1	1	1	10		5	8			26
Logging.....				1	5	6				13		27
Fishing and Trapping.....			20	1		1						22
Mining and Quarrying.....	2		2		4	10	2		3		1	32
Manufacturing.....			1	3	6	15			10	7		44
Construction.....	1		2	1	17	17	3	5	12	8		66
Transportation, Storage and Communication.....			5	1	4	13	6	4	10	5		48
Public Utilities.....					4	2		1	3	1		11
Trade.....			1		2	9	1		3	1		17
Finance.....												
Service.....	1		1		5	6	1	1	6	9		30
Unspecified.....												
Total.....	4		33	8	48	89	13	18	57	52	1	323*

*See footnote to Table H-1.

Collective Bargaining Scene

(Continued from page 384)

Post-Conciliation Bargaining

Company and Location	Union
Canada Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)
CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)

Arbitration

Shawinigan Water & Power, province-wide, Que. Public Service Empl. Federation (CNTU)

Work Stoppage

Nfld. Employers' Assn., St. John's, Nfld. Longshoremen's Protective Union (Ind.)

Part III—Settlements Reached During March

(A summary of major terms on the basis of the information immediately available. Figures on the number of employees covered are approximate.)

Alberta Government Telephones—IBEW (AFL-CIO/CLC) (plant, traffic & general services empl.): 18-mo. agreement covering 2,500 empl.—general wage increases of 3½% retroactive to Nov. 1, 1964 and 3% eff. Nov. 1, 1965 for plant empl.; general wage increases of 3% retroactive to Nov. 1, 1964 and 2½% eff. Nov. 1, 1965 for traffic empl.; additional 25¢ per shift for operators on split shifts and for supervisors; 1 wk. sick leave after 6 mos. of service (previous minimum was 2 wks. sick leave after 2 yrs. of service); commission to pay 50% of basic single premium for MSI and Blue Cross eff. Nov. 1, 1965; rates will be \$1.27 an hr. for operator, \$2.14 an hr. for groundman and \$3.19 an hr. for journeyman eff. Nov. 1, 1965; agreement to expire April 30, 1966.

B.C. Towboat Owners' Assn.—Merchant Service Guild (CLC) & Railway, Transport & General Wkrs (CLC): 32-mo. agreement covering 700 empl.—general wage increases of 5% retroactive to Oct. 1, 1964, 5% retroactive to Feb. 1, 1965, 4% eff. Oct. 1, 1965, 4% eff. April 1, 1966 and 6% eff. Dec. 1, 1966; overtime pay for mates increased to time and one half (formerly time and one quarter); overtime pay for masters increased to \$60 a mo. (formerly \$45 a mo.) for overtime at sea, and to time and a half (formerly time and one quarter) for in-port activities; 3 wks. vacation after 5 yrs. of service (formerly after 15 yrs.); provision for a single arbitrator (formerly arbitration board); salaries will range from \$496 to \$694 a mo. for mates, and \$595 to \$893 a mo. for masters, according to classification of vessel; agreement to expire May 31, 1967.

Cdn. Acme Screw & Gear, Monroe Acme, Galt Machine & Maremont Acme, Toronto, Ont.—Auto Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 750 empl.—wage increases of 3¢ an hr. eff. Nov. 16, 1965, 3¢ an hr. eff. May 16, 1966, 3¢ an hr. eff. Nov. 16, 1966 and 3¢ an hr. eff. May 16, 1967 for incentive empl.; wage increases of 4¢ an hr. eff. Nov. 16, 1965, 4¢ an hr. eff. May 16, 1966, 4¢ an hr. eff. Nov. 16, 1966 and 4¢ an hr. eff. May 16, 1967 for day wkrs.; wage increases of 6¢ an hr. eff. Nov. 16, 1965, 6¢ an hr. eff. May 16, 1966, 6¢ an hr. eff. Nov. 16, 1966 and 6¢ an hr. eff. May 16, 1967 for skilled trades; additional classification adjustments ranging from 2¢ to 6¢ an hr.; second and third shift differentials to be 10¢ and 12¢ an hr. respectively (previously 9¢ an hr.); Dec. 24 and Dec. 31 to be half holidays, making a total of 9 paid holidays; 1 wk. vacation @ 2% of annual earnings for empl. with less than 3 yrs. of service (formerly for empl. with less than 4 yrs.), 2 wks. vacation @ 4% of annual earnings after 3 yrs. of service (formerly after 4 yrs.), 3 wks. vacation @ 6% of annual earnings after 12 yrs. of service (formerly after 15 yrs.) and 4 wks. vacation @ 8% of annual earnings after 25 yrs. of service (new provision); basic pension to be \$4 a mo. per yr. of service up to 30 yrs. (formerly \$3.33) and pension benefits to be reduced by \$30 at age 70; weekly sickness and accident benefit to be \$50 (formerly \$40) payable up to 26 wks.; life insurance increased to \$4,500 (formerly \$3,500) eff. immediately and to \$5,000 eff. March 23, 1966; Blue Cross Prescription Drug Plan with deductible amounts of \$10 per individual and of \$20 per family to be adopted May 16, 1966 and empl. contribution to take the form of 1¢ an hr. reduction in cost-of-living bonus; rate for labourer will be \$2.20 an hr. May 16, 1967; agreement to expire Nov. 15, 1967.

Chrysler Canada Limited, Windsor, Ont.—Auto Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 5,650 empl.—settlement pay of \$25; wage increases of 6¢ an hr. or 2½%, whichever is greater, eff. March 7, 1965, 6¢ an hr. or 2½%, whichever is greater, eff. Nov. 1965 and 7¢ an hr. or 2.8%, whichever is greater, eff. Nov. 1966; additional wage increases of 5¢ an hr. for unskilled empl. and 12¢ an hr. for skilled empl. eff. March 7, 1965 (1¢ an hr. to be deducted for new Green Shield Prescription Plan); weekly sickness and accident indemnity to be \$55 payable up to 52 wks. (formerly \$50 payable up to 26 wks.); group life insurance increased to \$6,500 (formerly \$6,000); paid-up life insurance for retired empl. to be \$1,500 or 1½% of insurance coverage on 65th birthday, whichever is greater, for empl. with 10 or more yrs. of credited service and to be reduced for empl. with less than 10 yrs. of credited service; basic pension to be \$4.25 a mo. per yr. of service (formerly \$2.80 a mo. per yr. of service); supplementary and early retirement pension benefits to be similar to those in General Motors and Ford settlements (L.G., Jan., p. 45); vesting provided for empl. with 10 yrs of service and age 40 qualification under previous arrangement removed; benefits under SUB plan to be \$50 a wk. (formerly \$40 a wk.) and additional \$1.50 per dependent up to 4 dependents maintained; separation pay increased by 40%; new provision for paid absence allowance giving 40 hours time off or pay in addition to vacations; tuition refund plan introduced reimbursing empl. up to \$250 per calendar yr.; agreement to expire Nov. 1967.

Continental Can Co. of Canada, St. Laurent, Que., Chatham, Toronto & New Toronto, Ont., Edmonton, Alta. & Vancouver, B.C.—Steelworkers (AFL-CIO/CLC): 40-mo. agreement covering 2,500 empl.—general wage increases of 10¢ an hr. retroactive to Oct. 1, 1964 and 7¢ an hr. eff. Dec. 1, 1966; increment between job classes increased to 7.6¢ (formerly 7.3¢) retroactive to Oct. 1, 1964 and to 7.8¢ eff. Dec. 1, 1966; cost-of-living bonus plan discontinued and existing 23¢ an hr. bonus incorporated into wage rates; normal retirement benefits (formerly \$3.25 a mo. per yr. of service) increased to \$5.50 a mo. per yr. of service eff. Dec. 1, 1965; new provision for early retirement at age 50 after 30 yrs. of service; benefits under SUB plan to be 70% of normal pay eff. Dec. 1, 1965 (at present 60%) for empl. laid off or disabled; benefits under SUB plan to be payable up to 5 yrs. (at present 1 yr.) for empl. with 10 or more yrs. of service and up to 2 yrs. for empl. with 2 to 5 yrs. of service; income security plan introduced April 1, 1965 as an automation correction factor—empl. demoted to be guaranteed 95% of previous income; rate for labourer Dec. 1, 1966 will be \$2.57 an hr.; agreement to expire Jan. 31, 1968.

DuPont of Canada, Kingston, Ont.—Mine Wkrs. (Ind.): 2½-yr. agreement covering 1,800 empl.—general wage increases of 12¢ an hr. retroactive to Oct. 21, 1964, 9¢ an hr. eff. March 19, 1966 and 6¢ an hr. eff. March 19, 1967; additional adjustments ranging from 2¢ to 7¢ an hr. in first and second yrs. of agreement; evening and night shift premiums increased to 9¢ and 12¢ an hr. respectively (formerly 7¢ and 9¢ an hr.); Boxing Day to be ninth paid holiday; company to pay 50% of cost of safety shoes; rate for labourer will be \$2.21 an hr. March 19, 1967; agreement to expire Sept. 18, 1967.

Kerr-Addison Gold Mines, Virginitown, Ont.—Kerr-Addison Empl. Assn. (Ind.): 3-yr. agreement covering 800 empl.—general wage increase of 4.2% eff. April 1, 1965; work wk. to be reduced to 40 hrs. with maintenance of pay (at present 44 hrs.) eff. April 1, 1966; rate for labourer April 1, 1966 will be \$1.49 an hr.; agreement to expire March 31, 1968.

Lakehead terminal elevators, Fort William & Port Arthur, Ont.—Railway Clerks (AFL-CIO/CLC): 3-yr. agreement covering 1,200 empl.—wage increases of 2½% retroactive to Jan. 1, 1965, 2½% eff. Jan. 1, 1966 and 2½% eff. Jan. 1, 1967 for labourers; wage increases of 3% retroactive to Jan. 1, 1965, 3% eff. Jan. 1, 1966 and 3½% eff. Jan. 1, 1967 for indoor elevator men; wage increases of 3½% retroactive to Jan. 1, 1965, 3½% eff. Jan. 1, 1966 and 4% eff. Jan. 1, 1967 for other classifications; new provision for 4 wks. vacation after 20 yrs. of service; provision for bereavement leave of 3 days; weekly sickness and accident indemnity to be \$65 (formerly \$50) and employers to contribute 66⅓% (formerly 50%) toward premiums; rate for labourer will be \$2.30 an hr. Jan. 1, 1967; agreement to expire Dec. 31, 1967.

Montreal City, Que.—Fire Fighters (AFL-CIO/CLC): 2-yr. agreement covering 2,400 empl.—salary increases of \$275 a yr. retroactive to Dec. 1, 1964 and \$200 a yr. eff. Dec. 1, 1965 for first-class fire fighters; overtime pay to be \$3 an hr. (formerly \$2.75 an hr.); 5 paid holidays maintained and fire fighters to receive \$100 additional annually in lieu of additional holidays; salary for first-class fireman Dec. 1, 1965 will be \$6,000 a yr.; agreement to expire Nov. 30, 1966.

Montreal City, Que.—Public Empl. (CLC) (outside empl.): 2-yr. agreement covering 5,000 empl.—wage increases of 8¢ an hr. retroactive to Dec. 1, 1964, 7¢ an hr. eff. Dec. 1, 1965 and 5¢ an hr. eff. June 1, 1966; 3 wks. vacation after 8 yrs. of service (formerly after 10 yrs.) and 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); all work performed at present in total or in part by municipal empl. to be carried out by empl. of the city, except garbage collection and snow removal (50% of snow removal to be performed by private contractors); private contractors will be required to pay same wages as those received by city empl.; overtime pay for snow removal to be straight time plus \$1 an hr.; temporary empl. to be covered by social security plan; rate for labourer will be \$2 an hr. after June 1, 1966; agreement to expire Nov. 30, 1966.

Ottawa Civic Hospital, Ottawa, Ont.—Public Empl. (CLC): 2-yr. agreement covering 1,250 empl.—general wage increases of \$2 a wk. retroactive to Jan. 1, 1965, \$2 a wk. eff. Aug. 1, 1965 and \$2 a wk. eff. April 1, 1966; additional classification adjustments ranging from \$1 to \$14 a wk.; 3 wks. vacation after 6 yrs. of service (formerly after 8 yrs.) and 4 wks. vacation after 20 yrs. of service (formerly after 23 yrs.); provision for up to 6 mos. maternity leave for empl. with 2 yrs. of service; rate for laundress will be \$53.50 a wk. April 1, 1966; agreement to expire Dec. 31, 1966.

Quebec City, Que.—Municipal & School Empl. Federation (Ind.) (inside empl.): arbitration award establishing 2-yr. agreement covering 540 empl.—terms of settlement not immediately available; agreement to expire April 30, 1966.

Quebec City, Que.—Municipal & School Empl. Federation (Ind.) (outside empl.): arbitration award establishing 2-yr. agreement covering 750 empl.—general wage increases of 8.25% retroactive to May 1, 1964 and 7% eff. May 1, 1965; 40-hr. work wk. to apply to all empl. eff. May 1, 1965; agreement to expire April 30, 1966.

Saskatchewan Government Telephones—Communications Wkrs. (AFL-CIO/CLC): 1-yr. agreement covering 1,950 empl.—wage increases of 3% for plant empl. and 2% for clerical and traffic empl. retroactive to Oct. 1, 1964; work wk. reduced to 35 hrs. (formerly 37½ hrs.) for traffic empl.; rates become \$1.67 an hr. for labourer, \$72.50 a wk. for operator and \$123 a wk. for first class repairman; agreement to expire Sept. 30, 1965.

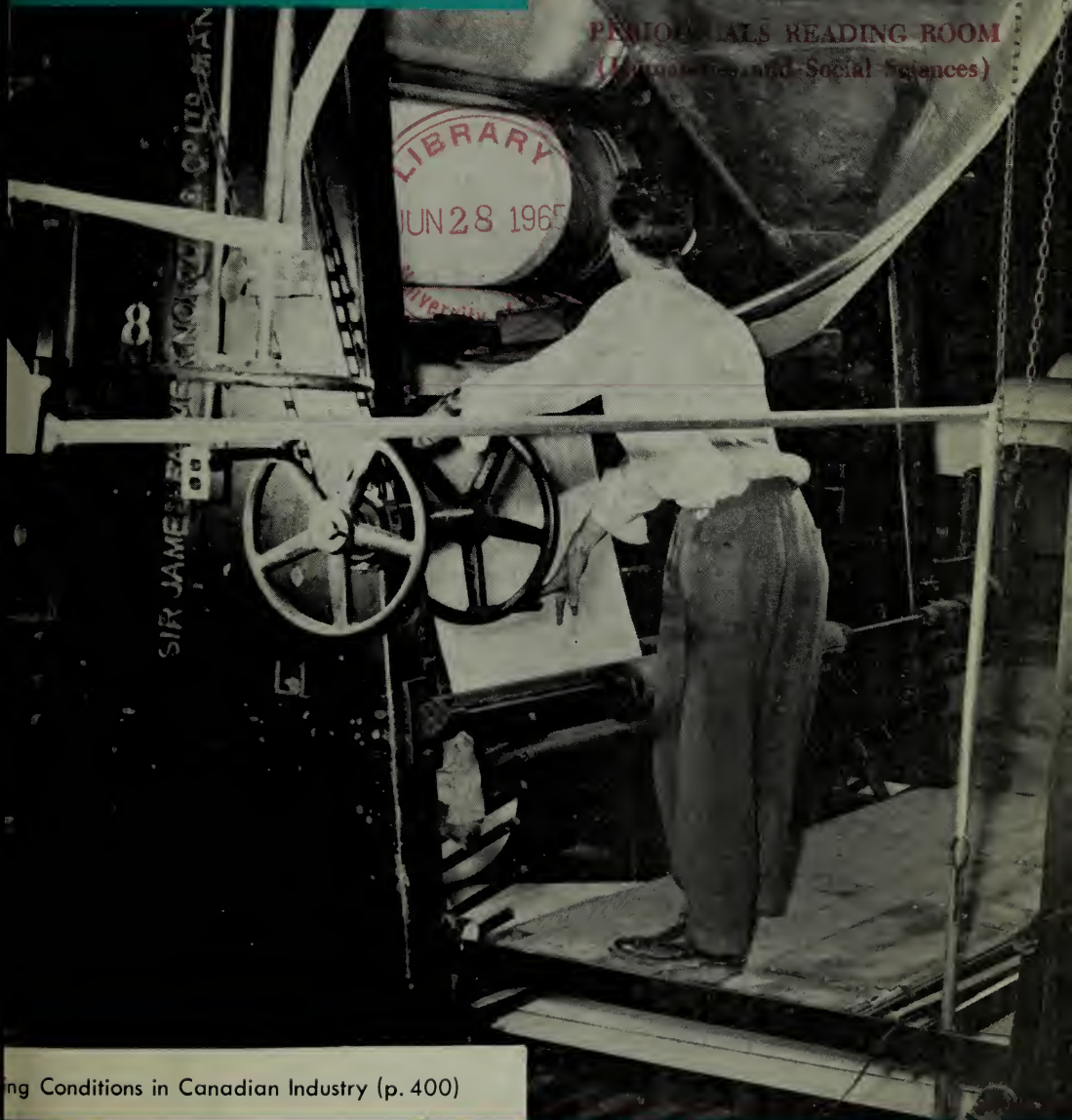
Telegram Publishing Co. Limited, Toronto, Ont.—Newspaper Guild (AFL-CIO/CLC): 3-yr. agreement covering 650 empl.—general wage increases of \$2 a wk. retroactive to Jan. 1, 1965, \$5 a wk. eff. Oct. 1, 1965 and \$6 a wk. eff. Aug. 1, 1966; new provision for 4 wks. vacation after 13 yrs. of service; Newspaper Guild to have jurisdiction over work currently performed by members that is transferred to sections now outside Guild jurisdiction; provision for lifetime guarantee for present empl. against layoffs because of technological change and introduction of new processes; rate for truck helper will be \$68.96 a wk. Aug. 1, 1966; agreement to expire Dec. 31, 1967.

Vancouver Police Commissioners Board, B.C.—B.C. Peace Officers (CLC): 1-yr. agreement covering 740 empl.—general wage increase of 4½%; rate for constable becomes \$439 a mo.; agreement to expire Feb. 28, 1966.

Winnipeg Ladies Cloak & Suit Mfrs. Assn., Winnipeg, Man.—Ladies' Garment Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 800 empl.—cost-of-living bonus increased to 65% on piece work unit (formerly 60%) retroactive to Jan. 1, 1965 and to 70% eff. July 1, 1965; agreement to expire Dec. 31, 1967.



THE ABOUT AZETTE



ing Conditions in Canadian Industry (p. 400)

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Vol. LXV No. 5
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PUBLICATIONS OF THE DEPARTMENT OF LABOUR

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(Continued on page three of cover)

THE LABOUR GAZETTE

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George V. Haythorne, Deputy Minister

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Editorial Staff

Editor

W. S. Drinkwater

Assistant Editor

Frank L. Duberville

Editor, French Edition

Georges D'Astous

Circulation Manager

J. E. Abbey

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Transfer of National Employment Service

As recommended by Gill Committee of Inquiry into operations under Unemployment Insurance Act, NES transferred April 1 from Unemployment Insurance Commission to Labour Department

Effective April 1, the National Employment Service was transferred from the Unemployment Insurance Commission to the Department of Labour. The transfer was recommended by the Gill Committee of Inquiry into the operations carried on under the Unemployment Insurance Act.

The transfer will mean that most essential elements of manpower policy at the federal level will be under the Minister of Labour.

In a statement to the House of Commons on March 31, the Minister of Labour, Hon. Allan J. MacEachen, said a number of transitional steps had been taken to ensure continuity of service to the public.

Some 4,156 positions were transferred to the Department of Labour, and 5,859 positions were left with the Unemployment Insurance Commission.

William Thomson, Director of the NES, becomes National Director of the National Employment Service of the Department of Labour. The regional offices of the National Employment Service will each have its own Regional Director.

No Adverse Effect on Staff

The employees who are remaining in the Unemployment Insurance Commission and those joining the Department of Labour have been assured that the transfer will not affect them adversely. The Civil Service Commission has agreed that competitions for positions in either the Unemployment Insurance Commission or in the Department of Labour will be open to the personnel of both during the next five years.

Additional positions will be required to strengthen the staff of the National Employment Service at head office and where needed elsewhere.

"It will not be possible nor practical to implement all of the decisions with respect to office accommodation and equipment on April 1," the Minister told the House.

The Minister then announced:

"We intend to have a thorough study made, with the help of independent advisers, of the re-organization of the National Employment Service to ensure that it will become the key operational agency in the manpower field. This independent and objective analysis will also include an assessment of the other

manpower activities in the Department of Labour, and of the most effective ways and means of achieving a full co-ordinated manpower program in Canada. These steps will be taken immediately."

Message of Welcome

George V. Haythorne, Deputy Minister of Labour, has sent a message of welcome to the staff of the NES.

"I am confident that with understanding and the same spirit of co-operation you have demonstrated in the past," he said, "we shall be able to cope successfully with the complete transition and thus ensure that no break in service occurs."

"The National Employment Service has made a highly important contribution in the past. As we move forward with the increasing challenges we face in the employment and manpower fields in Canada, I am confident that the National Employment Service will make an even greater contribution in the future," he said.

In his statement in the House, Mr. MacEachen said he had stressed the need for an aggressive and positive manpower policy ever since he became Minister of Labour, and that he had welcomed the strong emphasis the Economic Council of Canada had placed on manpower as a major part of economic policy.

Saying he fully agreed with the stress the Council had placed on the need for close co-ordination of all programs and policies in this field, he asserted: "We have made significant progress in developing an over-all Canadian manpower policy, and have already achieved a substantial amount of co-ordination."

The transfer of the NES to the Department, he said, "will make a further contribution toward realization of an active and fully co-ordinated manpower policy—a major element in our country's total economic and social development."

The National Employment Service is organized into a head office, five regional offices, and 250 local offices, which number includes branch offices and zone offices. In large metropolitan centres, the NES local office may have several branches.

50 Years Ago This Month

Employment situation improves in Eastern Canada but in the Prairie Provinces and British Columbia unemployment still serious in April 1915. Regina families said near starvation

The employment situation in April 1915 on the whole showed improvement in Eastern Canada, according to reports in the May issue from LABOUR GAZETTE correspondents; but in the Prairie Provinces and in British Columbia unemployment was still serious.

The Winnipeg correspondent said that, as a conservative estimate, there were 12,000 unemployed in Winnipeg about the middle of April. He also reported that "several thousands of unemployed men, mostly of foreign birth, flocked to the city towards the spring in the hope of finding employment, as no work was afforded them by the construction departments of the railway companies.

"About 3,000 of these were sent to work on farms between Feb. 1 and the beginning of April, but the situation remained somewhat serious." He added that it would probably be relieved by the opening up of special work by the provincial Government and the City, and that the railway companies had promised to undertake extra construction and repair work at every possible railway point.

The Moose Jaw correspondent said that unemployment conditions were reaching a "critical" point: more than 800 men registered in the City Employment Bureau for work for whom work could not be found. The situation, he said, had become more acute with the arrival of "a number of foreigners from outside points looking for work with the Canadian Pacific Railway here. It has been estimated that 200 men of this class have reached the city."

The same correspondent said that there was a move on foot among unemployed mechanics to get either the Canadian or the British Government to help with the cost of their transport to England, "where work for certain mechanics is reported to be plentiful."

From Prince Albert, the report was: "The general condition of the labour market has been going from bad to worse . . . Many skilled mechanics were anxious to return to the Old Country, but cannot do so as they are unable to furnish the passage money."

The Regina correspondent said, "The supply of labour far exceeded the demand. A great many families were on the verge of starvation and demanding work of some kind so as to be able to make a living. A mass meeting of the foreign population was held on Sunday, April 25, attended by about 1,300. Delegates were appointed to wait on

the City Council to try and get some work started to help out the situation."

From Saskatoon: "Unemployment continued. . . . Very many homesteaders have come into the city in the hope of finding work, thereby augmenting the number of unemployed"

The Calgary correspondent said, "Unemployment was still acute, despite the fact that the weather was favourable for the prosecution of all outside operations, especially agriculture"

From Fernie, B.C., the report was a little better, and the correspondent said that "the outlook was more optimistic than it has been during the winter months"

The Vancouver correspondent said: "Industrial conditions still continued very slack, and the available labour supply was far in excess of demand. Relief work on a general scale still continued and constituted one of the gravest problems which the civic authorities have ever had to face"

Skilled mechanics in Vancouver were said to be wanting to go to Britain to get work that they believed was available there.

In the monthly review of trade disputes during April 1915, it was reported that 21 bag makers in Berlin had struck work on April 21. These men had been engaged to sew grain bags on a Government contract on the understanding that they would be paid at a fair rate. When they came to inquire how much they were going to get, they were told they would receive 30 cents per 100 bags.

"The men were not satisfied with this offer and quit work. The firm then offered 40 cents per 100 bags, but this also the men refused, stating that they would work for 60 cents per 100. The men remained on strike until April 27, when, after negotiations had been carried on, it was decided that the men would return and receive 48 cents per 100. It was found that the men were able to sew from 350 to 550 bags per day."

A strike of 41 machinists in Amherst, N.S., had occurred in May 1914 when their wages were reduced by from 1 to 3 cents an hour. "From time to time during the past year," this journal reported, "the number of men receiving strike pay gradually became less until finally the number was reduced to one man." The strike was then considered to be over.

Department's Filmstrip Wins Award at New York Festival

A filmstrip in colour, produced jointly by the Economics and Research Branch of the Department of Labour and the National Film Board, has won the Blue Ribbon Award at the American Film Festival.

The Blue Ribbon Award is the only major award for filmstrips at the Festival, which is sponsored by the Education Film Library Association, Inc., and was held in New York from April 21 to 24.

The award-winning strip was *Electronic Computer Occupations*, the most recent in the "Canadian Occupations" series. This series consists of visual presentations of the information contained in the companion series of occupational monographs.

Another in First Ten

Another filmstrip in the series, titled *Careers in Library Service*, was one of the ten selected for submission to the judges. The selection was made from 76 nominations, which in turn had been made from hundreds of entries.

The judges said the prize had been awarded to *Electronic Computer Occupations* for the "interesting and creative way in which a complex subject had been treated." The script for the filmstrip was written by Helen Traynor and William Allison of the Occupational Analysis Section of the Economics and Re-

search Branch. Miss Traynor has since become Assistant to the Director of the Women's Bureau.

The Department's second entry, *Careers in Library Service*, also in colour, was given high praise by the judges, who described it as "the best vocational guidance filmstrip" they had ever seen.

The occupational monographs are intended to help Canadian youth facing the problem of choosing an occupation, parents, teachers, employment service officers, and others interested in guiding young people into the right avenues of employment, as well as workers and trade union officials.

The first occupational monograph was published in July 1949. After 43 had been published, a new format was chosen. So far, 12 monographs in the new format have been published.

Help in preparing the booklets, which may be obtained from the Queen's Printer, Ottawa, price 25 cents each, has been given by the Unemployment Insurance Commission, the Technical and Vocational Training Branch of the Department of Labour, and the provincial departments of Education and Labour.

Filmstrips may be purchased from the National Film Board, Box 6100, Montreal, at a price of \$4.00 for colour strips, \$2.00 for black and white.

Extension Granted for Completion of Winter Works Projects

An extension of time for completion of projects under the Municipal Winter Works Incentive Program that were delayed because of severe weather conditions was announced on April 17. In no case was an extension permitted to go beyond May 31, and the duration of an extension was relative to the time lost during the bad weather.

An extension was agreed to provided that work on the project had been started in November, the projects required at least five months work, they were carried on continuously except for bad weather periods of at least two weeks duration, and that work on other private or public undertakings of a similar character in the district also had to be discontinued during the same bad weather periods.

Under the Municipal Winter Works Incentive Program, which is designed to provide additional winter employment by encouraging municipalities to carry out public works projects during winter, the federal Government pays 50 per cent of payroll costs on approved

projects. In Designated Areas and the Areas of High Winter Unemployment, the federal payment is 60 per cent. Normally, projects must be carried out between November 1 and April 30.

Although applications accepted under the 1964-65 Municipal Winter Works Incentive Program up to the end of April were fewer than those accepted at the same time in 1964, the amount of employment provided was higher.

Applications accepted totalled 6,307, compared with 7,280 a year earlier; but the estimate of man-days of work provided was 7,848,598, compared with 6,764,010 man-days at the same date in 1964. The estimated number of men hired during the period of the 1964-65 program was 166,200; the year before it was 162,752.

The federal Government's share of direct payroll costs this year was \$60,930,000, compared with \$51,505,000 last year. The total payroll cost of projects was \$113,008,000, compared with a total of \$97,180,000 in 1964.

\$1,000,000 Spent on Construction Creates Jobs for 115 for Year

About 115 workers are employed for one year for each million dollars spent for constructing new facilities, such as buildings or highways. And as the value of new public and private construction in the United States in 1962 was nearly \$60 billion, about 7 million on-site and off-site jobs—1 of every 10 during that year—resulted from new construction expenditures.

This was revealed in an article, "Employment Effects of Construction Expenditures," in the February *Monthly Labor Review* of the United States Department of Labor. The article, comparing the labour requirements for various types of construction, was based on a continuing study program initiated in 1959 by the Bureau of Labor Statistics.

Slightly less than half of these jobs are in the construction industry. The majority are in the various stages of manufacturing, mining, trade, and transportation industries that produce, sell and deliver materials required for construction activities.

For most types of construction activity, approximately 225 man-hours of employment are created by each \$1,000 of construction contract cost. Man-hour requirements at the site of construction varied widely, from 72 per \$1,000 of construction costs for private one-family housing to 134 per \$1,000 for dredging.

Workers in the skilled trades accounted for more than 65 per cent of the total on-site man-hours for private one-family housing and hospitals; about 60 per cent for other types of building construction; and about 40 per cent for heavy construction.

On the other hand, semi-skilled and unskilled workers accounted for about 25 per cent of the on-site man-hours for private housing, about 35 per cent for other building construction, and 50 per cent for heavy construction.

A table accompanying the article listed eight construction trades and showed the man-hours of work each received for every \$1,000 of contract cost.

According to the table, in the construction of one-family houses a large share of the on-site man-hours is worked by carpenters. Plumbers got considerably more work on hospital construction jobs than on other listed type of construction.

Hospitals created a total of 223 man-hours of work for each \$1,000 of construction cost. Construction trades on the site got 60.7 of these man-hours, with the plumbers getting 12.7 of them, more than any of the other seven trades listed.

This compares with one-family housing, where plumbers received 3.8 man-hours and

carpenters got 24.9 man-hours of work of the 53 man-hours provided by each \$1,000 worth of construction.

For each man-hour of employment performed on the construction site, an additional 0.7 to 1.8 man-hours were required to produce and distribute the necessary materials, supplies, and equipment used in the construction.

Tripartite Efforts Find New Jobs For Workers Released in Merger

The re-employment of 337 persons who lost their jobs as a result of the merger of two asbestos mining companies in Quebec in March 1964 was the result of the joint efforts of the union involved, the employers, the Quebec Government and two municipalities. Another 39 were helped to set up in business for themselves.

Of the 2,700 employees of Asbestos Corporation and two companies in the Thetford-Black Lake region that were taken over by it, 583 were released as a result of the merger. Early in June, a special corporation was set up to organize a campaign to find new employment for them.

The corporation consisted of two representatives of the union, an affiliate of the Confederation of National Trade Unions; two representatives of Asbestos Corporation; three from the Quebec Government; and one each from the municipalities of Thetford and Black Lake.

The corporation gave counselling interviews, the national and provincial employment services took part in the search for jobs, the unemployed workers were encouraged to join another trade, and a canvas of employers was made.

By November 17, besides those who had found employment and who had set up their own businesses, 29 were attending classes to learn new trades; 129 had "left the labour force" because of death, retirement and other causes; 24 had been lost track of; and only 25 were known to be still unemployed.

Three Canadian Women Named To ILO Panel of Consultants

The International Labour Office has announced the appointment, for a five-year term, of Canadian members to the ILO Panel of Consultants on the Problems of Women Workers. The three Canadians appointed by the ILO Governing Body were: Marion V. Royce, Director, Women's Bureau, Department of Labour, Ottawa; Claire Bourgeois, Director of Personnel, Ayerst, McKenna and Harrison, Ltd., Montreal, and Huguette Plamondon, Quebec Regional Vice-President, Canadian Labour Congress.

Projections Indicate Labour Force In U.S. Will be 101 Million in 1980

The latest projections by the United States Bureau of Labor Statistics indicate that the U.S. labour force may grow from 77 million in 1964 to 86 million in 1970, and to 101 million in 1980.

This increase of 24 million workers in 16 years means adding 1½ million jobs a year, on the average, in order to merely absorb the growth in labour force. Such an increase would do nothing to offset the effects of increasing productivity or to reduce the level of unemployment.

These statistics are contained in a special labour force report entitled "Labour Force Projections for 1970-80" in the February *Monthly Labor Review* of the United States Department of Labor.

In the projections to 1970, the report says that adult men in the labour force may number about 2 million more than in 1964; women workers, 25 years old and older, 2½ million more.

Population growth accounts for all of the change among adult men. For women, increasing labour force participation will be responsible for more than half the projected growth.

Primarily because of slightly higher participation rates for women 20 to 64 years old, the labour force projection for 1970 is some 300,000 higher than the projection published in 1962. Revised population estimates offset, in part, the gain of almost 650,000 from higher labour force participation by women.

The 1980 labour force is projected at 101.4 million—24.4 million more than in 1964. Population increase will be responsible for about 21 million, or 87 per cent of this change. The rest is attributable to the projected continuation of rising labour force participation rates for adult women.

Since a considerable part of the projected increase of 24 million in the total labour force between 1964 and 1980 will consist of younger workers and adult women, among whom part-time work is prevalent, the number of part-time workers will increase substantially. There will be much competition for the available jobs, both among the large numbers of youths and between the youths and older women.

If a sufficient number of part-time jobs and jobs requiring lower skill levels are not forthcoming, the projected increase in labour force activity of married women may not be realized, since labour force participation among this group to some extent depends on the availability of the desired type of job.

The postwar period, which has witnessed the large expansion in labour force activity

of women, has been, until the last few years, a period in which the younger population has been relatively small.

For example, the group age 18 and 19 dropped from 4.6 million in 1947 to 4.1 million in 1952; the group age 20 to 24 declined from 12.1 million in 1947 to 10.7 million in 1957. By contrast, in 1970, there will be 7.3 million in ages 18 and 19, and 17.1 million in ages 20 to 24. An increase of this magnitude may very well have a dampening effect on the labour force entry of married women.

U.S. Supreme Court Overrules NLRB In Decision about Plant Shutdown

In a recent decision, the United States Supreme Court overruled the National Labor Relations Board in ruling that an employer had the right to shut down all or part of his business for any reason whatever, including the wish to avoid dealing with a union. The Court added the condition, however, that the shutdown must be complete and permanent, and must not be intended to discourage unionization of some other part of the employer's business.

The NLRB had ruled that Deering Milliken & Co. had violated the Taft-Hartley Act when a wholly-owned subsidiary, the Darlington Manufacturing Co., had gone out of business to prevent its employees from organizing (L.G. 1962, p. 1405). The Board had ordered the parent company to pay the discharged employees until they had either obtained work or had been put on a preferential hiring list at another of the 26 plants controlled by Deering Milliken.

When the NLRB's decision was appealed by the company, the appeal court had disagreed with the Board's decision. In a 7-0 decision, the Supreme Court rejected the Board's ruling and agreed in part with the lower court. It decided, however, that to be legal, the shutdown must be subject to the conditions already mentioned.

The Supreme Court was severely critical of the NLRB ruling that an employer could not go out of business completely, saying that the decision represented "such a startling innovation that it can be supported only with the clearest manifestation of legislative intent or unequivocal judicial precedent." It added that there was no indication in the history of the Wagner Act or of the Taft-Hartley Act that Congress envisaged any such result under either statute.

In two other cases relating to the right of an employer to lock out his employees in a labour dispute, the Supreme Court took the NLRB to task for trying to reshape labour policy to suit its own views.

In Parliament Last Month

(page numbers refer to Hansard)

Speech from the Throne

Among the new measures proposed in the Speech from the Throne at the opening of the third session of the 26th Parliament of Canada on April 5 (p. 1) were a number of plans for the economic betterment of the people. These included: "a program for the full utilization of our human resources and the elimination of poverty among our people"; measures to help in the re-employment of workers displaced by automation and economic changes; the creation of a fund for rural economic development; and the establishment of "a company of young Canadians" that would be used to further economic and social development in Canada and abroad.

The Speech said that the Prime Minister would take direct responsibility for the more effective co-ordination of federal Government measures for the elimination of poverty with provincial programs of a similar nature.

The Government also proposed, after further discussions with the provinces, to enact legislation to establish a Canada assistance plan that would provide for the sharing by the federal Government of the cost of "comprehensive programs under which people can be assisted on the basis of their need."

The Speech stated the Government's intention of meeting the governments of the provinces, at an early date, "in order to discuss with them the way in which federal and provincial action can most effectively contribute to programs that will provide health services to Canadians on a comprehensive basis."

Action to help farmers generally to achieve "larger and more reliable incomes," to raise the incomes of dairy farmers, and to improve the movement and marketing of feed grain in Eastern Canada and British Columbia was forecast. Another measure to be placed before Parliament would "provide for an expanded national fisheries development program" to raise the incomes of fishermen.

The Government's intention to appoint a Royal Commission "to study the status, form and procedures of adjudicative and regulatory bodies, and to investigate the desirability of instituting a parliamentary commissioner or ombudsman for Canada," was stated.

The Speech referred also to plans for amending existing legislation affecting labour. These were: a revision of legislation on unemployment insurance; provision for safety

in employment under federal jurisdiction; amendment of the Fair Wages and Hours of Labour Act "to achieve consistency with the Labour Standards Code"; legislation to provide for collective bargaining and arbitration for the public service; and "legislation revising federal superannuation and pension plans to integrate them with the Canada Pension Plan."

Comprehensive legislation was forecast "to reform public regulation of the railways and to facilitate the adaptation of the railway system to present and future needs."

Revision of the Immigration Act, "in the light of a white paper which will be placed before you, reviewing immigration policy and procedures," was mentioned.

The Budget

The Minister of Finance, in his budget statement on April 26 (p. 427), proposed a reduction of 10 per cent in personal income tax effective July 1, with a maximum reduction of \$600 for each individual. Corporation income tax, sales tax and special old age security tax are to remain unchanged.

Changes in income tax regulations will allow a taxpayer to claim a deduction for supporting a nephew or niece in cases where the parents are unable to support the child. A taxpayer may claim a deduction also for money spent in supporting an uncle or aunt who is dependent by reason of mental or physical infirmity.

An amendment to the Income Tax Act will ensure that contributions to the Canada Pension Plan and the Quebec Plan are deductible in calculating taxable income. Other amendments will allow the transfer of lump sum retiring allowances into a pension plan, deferred profit-sharing, or registered retirement savings plan without payment of tax at the time of transfer. The maximum deduction for pension or retirement fund contributions will be raised to 20 per cent from 10 per cent.

Trade union dues will in future be deductible in addition to the standard deduction of \$100 for medical expenses and charitable contributions, according to another proposed amendment.

The Minister estimated the deficit in the parliamentary public accounts for the previous fiscal year at \$83,000,000. A deficit of about \$300,000,000 was forecast for the 1965-66 fiscal year. He estimated that the Gross National Product would increase by about 7 per cent in 1965.

Working Conditions in Canadian Industry, 1964

Survey finds more workers than at time of 1959 survey—59 per cent of plant workers and 22 per cent of office employees—were employed in establishments with a policy of shift work

The annual survey of working conditions conducted each May by the Department's Economics and Research Branch has shown that 59 per cent of non-office employees and 22 per cent of office employees in the reporting units at May 1, 1964, were in establishments with a policy of regular shift work. More than 19,000 establishments employing 2,300,000 workers were included in the survey.

These percentages are greater than when questions on shift work were last asked, on the 1959 survey.

For the 1964 survey, employers were questioned also on pension plans, collective agreements, standard work week, vacations with pay, statutory holidays, and overtime provisions.

Provisions governing overtime work were found in establishments employing 75 per cent of the office workers in establishments replying to the questionnaire. For non-office employees, the percentage was 94.

Some 59 per cent of the office employees worked in establishments where the compensation for overtime work was a money payment, 7 per cent were in establishments where the compensation was time off, and 9 per cent were in establishments where compensation was a combination of money and time off.

The most common overtime rate of pay was time and a half.

A report on the 1964 survey has just been released. In it, the survey results are tabulated by industry and by province, for both office and non-office employees.

SHIFT WORK PROVISIONS

Non-Office Employees

The survey showed that 59 per cent of 1,622,929 non-office employees in 19,057 reporting establishments worked in plants which had regular shift work. Maintenance and custodial staff are not included in the total.

Forty-eight per cent of the plants that operate on shifts paid a premium to workers on evening and night shifts. In 42 per cent of them, the premium was paid in a flat rate of cents per hour; in 6 per cent it was calculated as a percentage of the day rate.

For purposes of the survey, the evening shift was considered to end after 6 p.m. but not later than 2 a.m., and the night shift to end after 2 a.m. but not later than 11 a.m.

The majority of workers who were paid a premium in cents per hour received 7 cents for the evening shift and 10 to 14 cents for the night shift.

Of workers paid a percentage of day rate, the majority earned less than 10 per cent of the day rate as a premium on both evening and night shifts.

By Province. Ontario—where 7,902 plants with 725,180 non-office workers responded—had the largest percentage of non-office workers in establishments with regular shift work—67 per cent.

British Columbia (1,865 plants, 144,286 employees) came next, with 64 per cent. Prince Edward Island showed 17 per cent (80 establishments, 2,879 employees) employed in plants with regular shift work.

Working Conditions in Canadian Industry, 1964

Working Conditions in Canadian Industry, 1964 has just been issued. Prepared by the Economics and Research Branch, Department of Labour, the report contains information on such working conditions as the standard work week, vacations with pay, paid statutory holidays, pension plans, group life insurance, sickness and accident leave benefits, educational assistance and the proportion of employees covered by collective agreements.

The report is divided into two parts, one for non-office and one for office employees. Both parts are presented on an area basis and an industrial basis. For Canada and each of the provinces the information refers to the total industrial composite. In addition, data are presented for some 70 individual industrial divisions on a Canada basis.

The report presents information obtained in the Department's annual survey of working conditions conducted at May 1, 1964. The survey covered some 20,000 employers with a total of 2,341,646 employees, 1,622,928 non-office employees and 718,718 office employees.

The bilingual report is available from the Queen's Printer (Catalogue No. L2-15/1964) at 50 cents a copy.

By Industry. Survey data are based on a wide range of non-agricultural industries, including 8,718 establishments in manufacturing, with 892,464 non-office employees. Forestry, construction, water transportation and government service (except municipal works departments) are not covered.

In manufacturing, the percentage of the total number of non-office workers in the survey who were employed in plants with regular shift arrangements was 71 per cent. Sixty-eight per cent of the plants reporting regular shift work paid a premium to workers on evening or night shifts. The majority, 57 per cent, paid premiums at a flat rate in

cents per hour; 10 per cent paid at percentage of the day rate; 1 per cent paid other types of premium such as time differentials.

Among the industries with high rates of shift work are the rubber, textile, paper and mining industries.

Office Employees

As was to be expected, the percentage of office workers in establishments with regular shift arrangements for such staff was much smaller than for non-office workers. It was reported that 22 per cent of the 718,718 office employees in 19,260 reporting units worked in establishments with a regular shift policy.

SHIFT WORK AND OVERTIME IN CANADIAN INDUSTRY, 1964

Percentages shown are proportions of the number of employees covered by survey (top entry in each column)

	Non-Office Employees	Office Employees
	No.	No.
Survey Coverage: Employees.....	1,622,929	718,718
SHIFT WORK	%	%
Have regular shift work.....	59	22
Pay Premium for Shift Work		
Premium Pay for Evening Shift.....	48	12
Paid in cents per hour.....	42	9
Under 5¢ per hour.....	2	—
5¢ per hour.....	5	—
6¢ per hour.....	3	—
7¢ per hour.....	8	—
8¢ per hour.....	6	1
9¢ per hour.....	3	2
10¢ per hour.....	7	2
11-14¢ per hour.....	4	1
15¢ or more per hour.....	4	3
Paid as a percentage of day rate.....	6	3
Under 10%.....	4	2
10%.....	1	1
11 to 15%.....	1	—
Over 15%.....	—	—
Premium Pay for Night Shift.....	43	10
Paid in cents per hour.....	37	8
Under 5¢ per hour.....	—	—
5¢ per hour.....	2	—
6¢ per hour.....	1	—
7¢ per hour.....	2	—
8¢ per hour.....	1	—
9¢ per hour.....	5	—
10¢ per hour.....	10	1
11-14¢ per hour.....	10	3
15¢ or more per hour.....	6	4
OVERTIME PROVISIONS		
Have overtime provisions.....	94	75
Type of Compensation		
Money only.....	90	59
Time off only.....	1	7
Combination of money and time off.....	3	9
When Overtime Premium is in the form of Money Only		
The initial overtime premium rate is:		
Flat rate.....	2	3
Straight-time.....	6	10
Time and one half.....	81	44
Double time.....	—	—
Other.....	1	2
The overtime premium rate is paid:		
After daily hours.....	23	9
After weekly hours.....	9	14
Combination of daily and weekly.....	50	22
Overtime Money Premium Paid After a Work Period		
Per Day—less than 7 hours.....	—	1
7 hours.....	1	4
7½ hours.....	2	9
8 hours.....	62	17
More than 8 hours.....	8	—

Twelve per cent of these establishments pay a premium to office workers on the evening and night shifts: 9 per cent pay in cents per hour; 3 per cent in a percentage of the day rate. The majority of office workers paid at a rate of cents per hour earn a premium of at least 15 cents on these two shifts. Those paid a percentage of the day rate received under 10 per cent.

By Province. British Columbia led the other provinces in the percentage of office workers in establishments with shift work. The replies from 1,873 plants in the province employing 56,546 office workers showed 25 per cent employed in establishments with regular shift work. Eight per cent of plants with shift arrangements paid a premium: half in a flat cents per hour, half at a percentage of the day rate.

Ontario returns showed that 24 per cent of 331,654 workers in 7,971 reporting units work in plants with a regular shift policy. Fifteen per cent of these plants pay a premium for evening and night work: 12 per cent in cents per hour; 3 per cent in a percentage of the day rate.

By Industry. The survey of office employees in manufacturing, covering a total of 275,719 workers in 8,408 reporting units, showed that 15 per cent of employees in the survey were in establishments with a regular shift policy for office staff. In 10 per cent of the cases of shift work, employers paid premiums to office staff on evening or night shifts. Six

per cent of the plants paid in a rate of cents per hour; 4 per cent as a percentage of the day rate.

Some industries with high percentages of office workers in establishments with shift work were: all types of mining (35 per cent), slaughtering and meatpacking (35 per cent), and rubber (18 per cent).

OVERTIME PROVISIONS

Office Employees

Three quarters of the office employees in units responding to the survey were in establishments that had provisions for overtime work. Some 59 per cent of them worked in establishments where compensation for the overtime work was a money payment.

The most common overtime rate of pay was time and a half. This was found in establishments employing 44 per cent of the office workers; only 10 per cent of the office workers were in establishments where straight time was the rate.

None of the establishments paid double time during the initial period, and only 2 per cent of the employees worked in establishments where the rate was increased to double time after the initial period had been worked. None of the non-office employees were paid double time during the first period, but 15 per cent were in establishments where double time was paid after that.

The Canada Pension Plan

Contributory plan, to go into effect next January 1, assures wage-earners of new source of continuing income, stable in value, when they retire or become disabled and unable to work

The Canada Pension Plan, one of the longest and most complex pieces of legislation ever passed by Parliament, received third reading in the House of Commons on March 29, Senate approval on April 1, and Royal Assent on April 3. The 85-page Act consists of 125 sections.

The general effect of the Act is to provide for a nation-wide system of old age, disability and survivors insurance that will establish a basic level of security for all Canadians in these circumstances, whatever moves they make, and whatever economic changes occur.

Virtually all employed persons in Canada ages 18 to 69 inclusive who earn more than \$600 a year will be required to contribute. Self-employed persons ages 18 to 69 inclusive will be required to contribute if their earnings (as calculated for income tax purposes) exceed \$800 a year.

The plan provides for equal treatment of men and women.

Contributions will begin on January 1, 1966. Retirement benefits will begin to be paid from January 1, 1967. Other benefits will not be payable until later dates.

The plan furnishes the contributor with a right to a graduated benefit related to his previous pensionable earnings.

For those who are already retired, the Act protects the real value of their old-age security pension.

For people now working, it assures a new source of continuing income, stable in value, when they retire or if they become disabled and unable to work. If they die, their dependants—widows and children—are assured of a continuing income. There is a death benefit payable in a lump sum, whether or not the contributor has dependants. There

is a benefit also for dependent children of a contributor who becomes disabled.

Apart from workmen's compensation and veterans' pensions, the only previous public assistance measures available to aid survivors have been mothers' allowances.

Similarly, disabled people have depended on such assistance programs as blind persons' allowances and allowances for the totally and permanently disabled.

Federal civil servants will be covered. A provincial Government has the right to determine whether or not its employees will be covered.

The only large exempt group is members of the armed forces and the RCMP. They already have special pension plans designed to provide for the termination of service considerably earlier than the usual retirement age. Servicemen will be covered by the Canada Pension Plan if they take up civilian employment after their service "retirement".

Provincial Plans

The Act does not operate in a province if the province provides a plan with comparable benefits. It is unique in that it provides for complete co-ordination of federal and provincial legislation and administration.

A contributor's pension rights will not be reduced in any way if he changes his job or if he moves his home, thus providing 100-per-cent portability of pensions within Canada. If he leaves Canada, his contributions remain to his credit.

A basic principle is that a pension right once earned is never lost. For example, anyone who leaves Canada, or a woman who stops earning when she marries, or who has a job for only a part of her married life, will be entitled at age 65 to a pension based on her earnings averaged over the whole period and calculated on exactly the same principles as the pension of anyone who has had continuous earnings.

Keeping Pensions Up-To-Date

A further basic principle is that the protection provided will not get out of date. The Act establishes a permanent relationship between the national level of earnings and the pensions to which people become entitled when they stop earning.

The pension will be a fixed portion of the average earnings on which a man or woman has contributed. But, in calculating this average, earnings in earlier years will be re-valued in proportion to the changes that have

Illustrations of Canada Pension Plan and Old Age Security Benefits

Suppose you are a man not more than 54 years old when the Canada Pension Plan goes into effect, who works regularly at an income of \$300 a month—about the present average level of earnings. The following are examples of the benefits you will receive under various circumstances (as earnings can be expected to increase over the years, figures in the example understate the actual benefits likely to be paid).

If you work to 70, you will then get a contributory pension of \$75 a month in addition to old age security. Your total pension will be \$150 at present prices, and more if the cost of living has risen.

If you retire at 65, you will get the same \$75 pension and will be entitled to old age security of \$75, making a total of \$150.

From 1970, if you were to become disabled, you would have an income of \$81.25 a month.

From 1968, if you die, there will be provision for your widow and children. If your wife is 65 or more when she is widowed, and even if she has earned no retirement pension of her own, she will have at least \$75 old age security plus 60 per cent of his retirement pension of \$75, a total of \$120 monthly.

If you die when your wife is under 65 but over 45, she will for the intervening years, until she is 65, have \$53 monthly.

If you leave dependent children, your widow will get this benefit whatever her age. In addition there will be \$25 for each of the first four children, and \$12.50 each thereafter.

There will be, when you die, a lump-sum payment of \$450.

If your income is higher, \$5,000 a year or more, the figures in the above samples would be changed as follows:

In Sample 1, the \$75 contributory pension becomes \$104, making a total of \$179.

In Sample 2, the \$75 contributory pension becomes \$104, making a total of \$179.

In Sample 3, the \$81.25 becomes \$103.

In Sample 4, the \$120 widow's benefit becomes \$137.50.

In Sample 5, the \$53 widow's benefit becomes \$64.

INVESTMENTS

For a good many years, the Canada Pension Plan will generate considerable funds for investment. The funds will be made available to provincial governments in ratio to the contributions coming from each province.

The securities will bear interest to the pension fund at the long-term rate on federal securities. They will be either obligations of the provincial government or obligations of crown agents guaranteed by the province.

taken place in the general level of earnings. Thus the pension earned will always be in step with improvements in productivity and wage rates.

The plan will initially apply to earnings up to a level of \$5,000 a year. This ceiling will rise as average earnings rise. In order to smooth out short-run fluctuations, an eight-year moving average of earnings will be used to make this adjustment. During the transition period, before this eight-year average can take effect, the ceiling will be adjusted in line with the cost of living.

Other figures in the various formulae governing the operation of the plan will be kept up to date in the light of changing economic conditions.

Maintaining Real Values

An up-to-date pension established in this way is realistically related to the level of earnings at the time the pension starts. But after a period of years, it may become inadequate if the cost of living increases.

The Act guards against this by providing that all benefits under it will be adjusted annually in line with the cost of living. Each adjustment will be what is required to keep in step with changes in living costs from the start of the plan, but with the reservation that—in order to smooth out fluctuations—there will be no change if what is required is less than a 1-per-cent increase, and the increase from one year to the next will never be more than 2 per cent.

Integration With Old Age Security

The measure provides comprehensive social security for Canadians by establishing the new contributory pensions and fitting them in with the universal old age security benefit of \$75 a month already available.

For this purpose, two main amendments are made to the Old Age Security Act:

1. The pension paid under this Act will in future be adjusted to changes in the cost of living, in exactly the same way as benefits are adjusted under the Canada Pension Plan.

This maintenance of the real value of the basic pension is assured to people who are already pensioners, as well as to future pensioners.

2. The old age security pension will become available from age 65.

The lowering of the age will start at 69 in January 1966, and proceed in annual stages until in January 1970, pensions will become available at age 65 to everyone who meets the residence test.

CONTRIBUTIONS

The Act provides for pensions based on all of a person's earnings up to \$5,000 a year. Contributions, however, will be collected not on all earnings but on the portion over \$50 a month or \$600 a year.

The rate of contribution for the employee will be 1.8 per cent, that is, it will be 90 cents on earnings of \$100 a month (\$50 above the exemption level). This is 0.9 per cent of total earnings.

On earnings of \$200 a month, the contribution will be \$2.70 (1.35 per cent of earnings). On \$300 a month it will be \$4.50 (1.5 per cent); on \$400 a month, \$6.30 (1.57 per cent). The employer will be required to make a matching contribution of the same amount.

On self-employed earnings, the contribution will be at the combined rate of 3.6 per cent, with a minimum of \$7.20 a year on earnings of \$800 a year.

Collections

Contributions will be collected by the Department of National Revenue, taking advantage of existing machinery and avoiding expensive separate facilities for collection. The Act follows existing tax collection procedures as far as possible, so as to reduce to a minimum the burden on employers and others of filing returns and remitting contributions.

It will be the employer's responsibility to make payroll deductions of the employees' contributions, and they will be remitted along with the employer's own contributions.

Generally speaking, pension contributions will be collected and paid in the same way and at the same time as taxes are collected and paid. In some cases a common form will be used.

Self-employed persons will be required to make their contributions at the same time as they pay taxes.

RETIREMENT PENSIONS

Main Provisions

The retirement pension will be one quarter of the average earnings (adjusted as described above) on which contributions have been

made. That is to say, a man who has been earning \$240 a month will have a pension of \$60 a month; a man who has been earning \$5,000 a year or more will have a monthly pension rate of \$104.17.

Retirements pensions will be paid at 65 provided the man or woman has in fact retired from regular work. A small amount of earnings, up to \$75 a month, will not affect the right to a full pension. Higher earnings will result in the progressive reduction of the pension, for a man or woman under 70.

From age 70, the right to pension is absolute, regardless of any earnings.

Unearned income from a private pension plan or an annuity or any other source does not affect the entitlement to pension from age 65.

A full pension will be earned by making contributions for 90 per cent of the time from the start of the plan or, for young people, from 18 to 65.

The other 15 per cent is an allowance to save people from being penalized in their pensions if they have been sick or unemployed.

Under the same rules a woman, who works for 30 per cent of the time, will get about a third of a full pension. For example, she might work for four years, marry and stop work, then work again for 10 years after her children are grown up. She will thus earn in total a pension of a little less than a third of what it would have been if she had earned, at the same rate, throughout the time between her 18th and 65th birthdays.

A man who continues to work for some or all of the years between 65 and 70 will get the benefit of his contributions during those years, in place of any earlier years when he did not work or had a lower level of earnings.

Transition Period

These rights to retirement pensions will take full effect in January 1976, when the plan has been in operation for ten years.

A man or woman who has contributed in 1966 and who is at least age 68 may receive in 1967 a pension of one-tenth of the full level. After the first two years of contributions, the pension will be available in 1968 to retired people at 67 and will be two-tenths of the full level. After four years of contributions, the pension will be available in 1970 from 65 and the benefit level will be four-tenths. Full pensions will first be reached in 1976.

At age 65, the disabled pensioner will be transferred automatically to the retirement pension, which will be recalculated ignoring the fact that he was in receipt of a disability pension. In addition, monthly benefits will be

STABILITY

Careful safeguards are established against pressures for irresponsible changes in the Canada Pension Plan. Any proposal for a change must be the subject of an actuarial review of its long-term effects.

And no amendment that would change the general level of benefits or contributions under the legislation may take effect for two years after it is proposed.

Substantial amendments to the plan will not be made without the concurrence of two-thirds of the provinces having two-thirds of the population of Canada.

payable to the dependent children of a disability pensioner at rates corresponding to those provided for orphans.

DISABILITY PENSIONS

A contributor who becomes disabled and unable regularly to pursue any substantial gainful occupation is entitled to a pension provided that he has made contributions in at least five years. That is to say, the first benefits will become payable during 1970.

After 1970, it will still be necessary to have contributed in at least five of the preceding ten years before the benefit is claimed, and for the lesser of ten years or one-third of the number of years since the plan started or the contributor was 18.

The disability pension will be \$25 monthly plus 75 per cent of the retirement pension to which the contributor would have been entitled if he had continued at the same level of earnings until he was 65. For contributors at the maximum earnings level, this means that the disability pension will be almost identical with the retirement pension. At lower income levels, it will be somewhat larger.

SUPPLEMENTARY BENEFITS

The retirement pension will be an addition to the basic income, available in 1970 from 65, that is provided under the Old Age Security Act.

At present there is no such basic income for families or individuals who lose their livelihood for reasons other than retirement or unemployment.

Therefore, the new social insurance benefits provided for dependants when a contributor dies, and for contributors who become disabled, embraces both a flat-rate component and a component related to the earnings on which contributions have been made.

The flat-rate component will initially be \$25 a month. Like all other payments under the plan, it will rise when the cost of living rises.

In order to entitle a widow or orphans to benefits, the husband or father must have contributed to the plan for the lesser of ten years or one out of every three years since the plan started or the contributor was 18. The absolute minimum period of contributions is three years.

This latter provision means that the first widows' and orphans' benefits will become payable during 1968.

Orphans

The monthly benefit for each of the first four dependent children of a contributor who dies will be \$25. The fifth and subsequent children will get \$12.50 a month. It will be paid up to the age of 18, or up to 25 if full-time education is continued.

The orphans' benefit will be paid if the father dies or if the mother who has been the children's sole or main support dies.

Widows

A widow under 65 will receive monthly the \$25 flat amount, and in addition a proportion—37½ per cent—of the retirement pension to which her husband would have been entitled if he had been able to go on contributing until he was 65 on the average level of earnings at which he was contributing at his death.

The entitlement to this pension depends on circumstances in which the widow cannot reasonably be expected to become self-supporting. That is, it will be paid in full if she has one or more dependent children or if she is 45 or more when widowed.

The full pension will also be paid, regardless of other circumstances, if the widow is disabled. And a widower who was both dependent on his wife and disabled at the date of her death will receive the same pension as a widow. The disabled widower must continue to prove his disability till death; the disabled widow only to age 45.

In the case of a woman who is widowed before she is 35, has no dependent children or whose children cease to be dependent before she is 35 and who is not disabled, no pension will be payable. A widow between 35 and 45 will receive the appropriate fraction of the full pension, according to her age at the time.

A widow 65 and over, and therefore entitled to the old age security pension, will not receive the \$25 flat-rate amount. Instead she will receive 60 per cent of her husband's retirement pension. If she is entitled to a retirement pension of her own, she will receive whichever of the following is the larger:

1. 37½ per cent of what her husband's retirement pension would have been, plus all of the retirement pension to which she is entitled in virtue of her own earnings.
2. 60 per cent of her husband's pension plus 60 per cent of her own.

This benefit is subject to the reservation that the widow's own retirement pension and her widow's pension together may not exceed the maximum retirement pension payable to any one contributor.

The general effect of these provisions is that a widow, 65 and over, will receive somewhat better than a half of what would have been the total retirement pensions of the couple. If a younger widow has two dependent children, the family will get more than a half; if there are four children the combined widows' and orphans' benefits will nearly equal the retirement income (including old-age security) that the couple might have enjoyed at age 65 if the husband had not died.

DEATH BENEFIT

A death benefit will be payable to the estate of a contributor on the same qualifying conditions, as regards length of contributions, that apply to widows' and orphans' benefits. The benefit will be equivalent to six months' retirement pension, with a maximum of \$500. It is payable whether the contributor dies before or after retirement.

PROVINCIAL LEGISLATION

Because pensions are a field of common federal and provincial jurisdiction, the Act provides that it will not be operative in a province in which a comparable plan is established under provincial legislation. This could be done either from the beginning or later; if it is done later, the Act provides for the transfer to the province of assets and liabilities relating to contributions made in that province.

Administrative Co-ordination

The Act provides a unique apparatus for co-ordinating its administration with that of any provincial legislation for a comparable plan. This co-ordination has been worked out in detail with Quebec, which intends to have such legislation.

For example, if a man is employed in the same year both in a province having its own legislation and in a province where the federal legislation is operative, all his contributions will be recorded under both laws.

If, over the years, a man has contributed under both federal and provincial legislation, his total earnings will be credited to his

account under both laws. When the time comes that he, or his widow or children, should receive a pension or supplementary benefit, the Act provides that this benefit will be based on the contributions under both laws and the whole of it will be paid, by agreement, by either the federal or the provincial administration. There will then be a financial adjustment reflecting the distribution of contributions made under the two laws.

APPEALS

The Act establishes a Pension Appeals Board to deal with any questions as to the

amount of the benefit to which a person may be entitled. The fact that the benefit is payable under one law, even if contributions have been made under both federal and provincial laws, means that in all cases only one appeal will be necessary.

Another aspect of the co-ordination between federal and provincial laws is that the Pension Appeals Board may hear and decide appeals brought not only under the federal law but also, if the law of the province so provides, under that law too. Thus parallel provisions in the pension plan may be interpreted and applied in the same way by federal and provincial administrators.

Industrial Fatalities in Canada, 1964

Early report indicates 1,280 occurred last year. Ontario had largest number. Revised 1963 figures place total at 1,233

Up to the end of March, the Department of Labour had received reports on a total of 1,280 industrial fatalities* that occurred in Canada during 1964. The revised total for 1963 was 1,233, or approximately 7 per cent higher than the preliminary total for that year reported in the previous annual review (L.G., May 1964, p. 374).

Of the 1,280 fatalities in 1964, a total of 1,045 was reported by the provincial Work-

men's Compensation Boards and the Board of Transport Commissioners. Information on the remaining 235 fatalities was obtained from other sources.

The 1964 preliminary fatality rate (number of fatalities per 10,000 workers employed) was 2.71 for men and 0.03 for women. The previous year's fatality rate was 2.67 and 0.07 respectively.

Fatality rates, by age groups (figures for 1963 in parenthesis) were

* See Tables H-1 to H-4, pages 476 to 483.

Men

Age group	Fatalities	Workers employed ('000)	Rate
15-19.....	55 (59)	344 (326)	1.60 (1.81)
20-24.....	138 (150)	523 (490)	2.64 (3.06)
25-44.....	573 (536)	2,196 (2,164)	2.61 (2.48)
45-64.....	433 (395)	1,471 (1,427)	2.94 (2.77)
65†.....	75 (80)	164 (159)	4.57 (5.03)
Total.....	1,274 (1,220)	4,696 (4,567)	2.71 (2.67)

Women

Age group	Fatalities	Workers employed ('000)	Rate
15-19.....	— (—)	273 (259)	— (—)
20-24.....	1 (4)	328 (307)	0.03 (0.13)
25-44.....	1 (5)	739 (707)	0.01 (0.07)
45-64.....	4 (2)	515 (484)	0.08 (0.04)
65†.....	— (2)	45 (40)	— (0.50)
Total.....	6 (13)	1,899 (1,797)	0.03 (0.07)

The fatality rates for men, by industry, (figures for 1963 in parenthesis) were: agriculture 1.28 (0.82); forestry 18.52 (15.25); fishing and trapping 14.23 (13.60); mines, quarries and oil wells 19.04 (23.97); manufacturing 1.69 (1.73); construction 5.76 (5.35); transportation, communication and other utilities 4.85 (4.46); trade 0.77 (0.84); finance, insurance and real estate 0.14 (0.07); service 1.19 (1.62).

The fatality rates for women, by industry, (figures for 1963 in parenthesis) were: agriculture 0.15 (0.29); forestry — (—); fishing and trapping — (—); mines, quarries and oil wells 2.50 (—); manufacturing — (0.03); construction — (—); transportation, communication and other utilities — (0.39); trade — (0.09); finance, insurance and real estate — (—); service 0.04 (0.05).

The fatality rates for men, by occupations, (figures for 1963 in parenthesis) were: managerial 0.78 (0.93); professional and technical 1.02 (1.08); clerical 0.41 (0.30); sales 0.60 (0.53); service and recreation 1.56 (1.59); transportation and communication 5.02 (6.46); farmers and farm workers 1.29 (0.87); loggers, fishermen and related workers 16.16 (14.63); miners, quarrymen and related workers 30.20 (36.83); craftsmen, production process and related workers 3.12 (3.01); labourers, n.e.s. 3.55 (4.32).

The fatality rates for women, by occupation, (figures for 1963 in parenthesis) were: managerial — (—); professional and technical 0.03 (0.04); clerical — (0.02); sales — (0.05); service and recreation 0.07 (0.15); transportation and communication 0.28 (—); farmers and farm workers 0.15 (0.30); loggers, fishermen and related workers — (—); miners, quarrymen and related workers — (—); craftsmen, production process and related workers — (0.05); labourers — (0.59).

During 1964, there were 13 multi-fatality accidents that, in each case, brought death to three or more workmen. In total they resulted in fatal injuries to 58 persons. Twenty-four of these were drowned in three accidents. Asphyxiation caused the deaths of 12 workmen in four mishaps. Eight persons were

killed in two aircraft accidents. Six workmen died in two accidents as a result of electrocution. Four employees were killed in a factory explosion, and four railway employees died in a collision between their maintenance vehicle and a car.

Of the 1,280 fatalities last year, 318 (25 per cent) were the result of being struck by tools, machinery, moving vehicles and other objects. Within this group 63 fatalities were caused by falling trees or limbs. Landslides or cave-ins caused 61; materials falling from stockpiles and loads 34; automobiles and trucks 23; and objects falling or flying in mines and quarries 20. Most of these accidents occurred in the forestry, mining, quarrying or construction industry.

There were 269 fatalities caused by "falls and slips"; of these 227 were the result of falls to different levels. Within this group 88 fatalities were caused by falls into rivers, lakes, sea or harbours; 24 by falls from buildings, roofs and towers; 22 by falls from scaffolds and stagings; and 21 by falls into shafts, pits and excavations. Most of these accidents occurred in the fishing, forestry or construction industry.

In the classification "collisions, derailments, wrecks, etc.", 263 fatalities were recorded. Within this group 168 involved automobiles and trucks; 31 each involved tractors, loadmobiles, and railways; and 22 involved aircraft. Most of these accidents occurred in the transportation, communication and other utilities, manufacturing or construction industry.

Ontario, with 410 fatalities, had the largest number among the provinces. Of these, 98 occurred in manufacturing; 75 in transportation; communication and other utilities; 66 in construction; and 53 in mining and quarrying.

Quebec followed with 255 fatalities, of which 79 occurred in construction; 56 in manufacturing; 39 in transportation, communication and other utilities; and 30 in forestry.

(Continued on page 453)

The fatalities covered in this review are those that involved persons gainfully employed and that occurred during the course of, or arose out of their employment, including deaths resulting from industrial diseases.

Statistics on industrial fatalities are compiled by the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

The number of fatalities that occur during the year under review is usually greater than indicated in the annual article and tables. However, fatalities that were not reported in time for inclusion are recorded in supplementary lists and the statistics revised accordingly in the next annual review.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Total civilian labour force (a)</i>.....(000)	April 17	6,968	+ 0.9	+ 2.8
Employed.....(000)	April 17	6,597	+ 1.2	+ 3.5
Agriculture.....(000)	April 17	563	+ 4.6	- 6.5
Non-agriculture.....(000)	April 17	6,034	+ 0.9	+ 4.6
Paid workers.....(000)	April 17	5,518	+ 1.0	+ 5.2
At work 35 hours or more.....(000)	April 17	3,150 ¹	- 42.3	- 42.0
At work less than 35 hours.....(000)	April 17	3,257 ¹	+277.0	+316.5
Employed but not at work.....(000)	April 17	190	- 2.6	+ 21.1
Unemployed.....(000)	April 17	371	- 4.1	- 7.9
Atlantic.....(000)	April 17	76	+ 4.1	+ 8.6
Quebec.....(000)	April 17	133	- 13.1	- 14.7
Ontario.....(000)	April 17	80	+ 1.3	- 11.1
Prairie.....(000)	April 17	52	+ 6.1	- 3.7
Pacific.....(000)	April 17	30	- 9.1	- 9.1
Without work and seeking work.....(000)	April 17	345	- 4.7	- 9.2
On temporary layoff up to 30 days.....(000)	April 17	26	+ 4.0	+ 13.0
<i>Industrial employment (1949=100)</i>	February	129.3	- 0.1	+ 5.1
Manufacturing employment (1949=100).....	February	122.4	- 0.1	+ 4.0
<i>Immigration</i>	1st Qtr 1965	22,279	—	+ 27.0
Destined to the labour force.....	1st Qtr 1965	11,297	—	+ 27.6
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	April	66	+ 20.0	+ 61.0
No. of workers involved.....	April	11,612	- 18.6	+ 34.8
Duration in man-days.....	April	121,510	+ 5.4	+ 36.7
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.)....	February	\$89.31	+ 0.1	+ 4.2
Average hourly earnings (mfg.).....	February	\$2.08	0.0	+ 4.5
Average hours worked per week (mfg.).....	February	40.6	- 1.0	- 1.5
Average weekly wages (mfg.).....	February	\$84.51	- 1.0	+ 3.0
Consumer price index (1949=100).....	April	137.7	+ 0.3	+ 2.0
Index numbers of weekly wages in 1949 dollars (1949=100).....	February	147.5	- 1.0	+ 1.0
Total labour income.....\$000,000	February	1,994	+ 0.2	+ 9.3
<i>Industrial Production</i>				
Total (average 1949=100).....	March	228.9	+ 2.4	+ 9.4
Manufacturing.....	March	198.3	+ 2.2	+ 7.2
Durables.....	March	212.0	+ 4.7	+ 10.2
Non-durables.....	March	186.6	- 0.3	+ 4.5
<i>New Residential Construction (b)</i>				
Starts.....	April	8,877	+ 29.3	+ 6.4
Completions.....	April	14,352	- 30.1	+ 16.9
Under construction.....	April	67,754	- 7.9	+ 15.7

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

¹Due to Good Friday in survey week.

EMPLOYMENT REVIEW

Employment and Unemployment, April

Employment increased by 76,000 to 6,597,000 between March and April. The advance during the month was somewhat smaller than usual, following a larger-than-seasonal increase between February and March.

Unemployment declined less than seasonally between March and April, falling by 16,000 to 371,000. Unemployment in April represented 5.3 per cent of the labour force, compared with 5.9 per cent in April 1964 and 7.0 per cent in April 1963. Seasonally adjusted, the April 1965 unemployment rate was 4.2 per cent.

Employment in April was 224,000 higher and unemployment 32,000 lower than a year earlier. The labour force, at 6,968,000, was 192,000, or 2.8 per cent, higher than in April 1964.

Employment

About one third of the March-to-April employment gain was in agriculture. In non-farm industries, employment increased more slowly than in most of the past few years.

The construction industry contributed very little to the gain during the month as employment was already at a relatively high level. Government measures to maintain house-building activity during the winter months have noticeably reduced seasonal employment variations in the construction industry in each of the past two years.

Total employment in April showed a rise of 224,000, or 3.5 per cent, from a year earlier. All regions contributed to this increase.

Non-farm employment was up to 263,000, or 4.6 per cent, from April 1964. In non-farm industries, the largest employment gains over the year occurred in service and trade. Smaller gains took place in mining, construction and manufacturing.

Farm employment was 39,000 lower than in April last year.

Unemployment

Unemployment decreased by an estimated 16,000 to 371,000 between March and April. The April estimate was 32,000 lower than a year earlier, all of the decrease being among men.

Of the 371,000 unemployed in April, 311,000 were men and 60,000 were women. Some 63,000, or 17 per cent of the unemployment total, were teen-agers; their unemployment rate continued at about double the rate for all age groups.

About three fifths of the total number of unemployed had been unemployed for three months or less. Some 101,000 had been unemployed from four to six months and 52,000 for seven months or more. Persons unemployed for four months or more accounted for 41 per cent of the total, compared with 46 per cent a year earlier.

Unemployment rates were lower than a year earlier in all regions except the Atlantic.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	April 1965	April 1964	April 1965	April 1964	April 1965	April 1964	April 1965	April 1964
Metropolitan.....	2	4	7	8	3	—	—	—
Major Industrial.....	10	12	10	11	6	3	—	—
Major Agricultural.....	4	3	9	10	1	1	—	—
Minor.....	25	27	23	20	10	10	—	—
Total.....	41	46	49	49	20	14	—	—

NOTE: Prior to the addition of Grande Prairie in January 1965 only 109 areas were surveyed.

The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

CLASSIFICATION OF LABOUR MARKET AREAS—APRIL

	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Quebec-Levis St. John's	Calgary Edmonton Halifax Hamilton Montreal Vancouver- New Westminster- Mission City Winnipeg	→ OTTAWA-HULL → TORONTO → WINDSOR	
MAJOR INDUSTRIAL AREAS (labour force 25,000- 75,000; 60 per cent or more in non- agricultural activity)	Corner Brook Joliette Lac St. Jean Moncton New Glasgow Rouyn-Val d'Or Shawinigan Sherbrooke Sydney-Sydney Mines Trois Rivières	→ CORNWALL → FARNHAM-GRANBY- COWANSVILLE Fort William-Port Arthur Kingston Niagara Peninsula Oshawa Peterborough Saint John Sarnia Timmins-New Liskeard- Kirkland Lake	→ BRANTFORD Guelph Kitchener London Sudbury → VICTORIA	
MAJOR AGRICULTURAL AREAS (labour force 25,000- 75,000; 40 per cent or more in agriculture)	Charlottetown Prince Albert Rivière du Loup Thetford-Lac Mégantic- St. Georges	Barrie Brandon Lethbridge Moose Jaw North Battleford Red Deer Regina Saskatoon → YORKTON	→ CHATHAM	
MINOR AREAS (labour force 10,000 to 25,000)	Bathurst Bracebridge Bridgewater Campbellton Dauphin Dawson Creek Edmundston Gaspé Grand Falls Montmagny Newcastle Okanagan Valley Portage la Prairie PRINCE GEORGE- QUESNEL Quebec North Shore Rimouski St. Agathe-St. Jerome St. Stephen Sorel Summerside Truro Valleyfield Victoriaville Woodstock, N.B. Yarmouth	Bellefleur-Trenton Chilliwack Cranbrook Drumheller → DRUMMONDVILLE Fredericton Grande Prairie Kamloops → KENTVILLE Lachute-St. Therese Lindsay Medicine Hat North Bay Owen Sound Pembroke Prince Rupert Sault Ste. Marie St. Hyacinthe St. Jean Simcoe Swift Current Trail-Nelson Weyburn	→ BEAUHARNOIS → BRAMPTON → CENTRAL VANCOUVER ISLAND Galt → GODERICH Listowel → ST. THOMAS Stratford → WALKERTON Woodstock- Tillsonburg	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used see page 207, February issue.

Co-Ordinator Appointed in Newfoundland

*Stanley F. Cullen brings to his post many years of experience
C. A. Pippy and Reader's Digest awards presented to handicapped
Diabetic detection survey conducted in new areas of province*

Hon. Dr. James McGrath, Minister of Health in Newfoundland, has announced the appointment of Stanley F. Cullen as Provincial Co-ordinator of Rehabilitation.

Mr. Cullen brings to his new post the benefit of 13 years' experience in rehabilitation with the Newfoundland Tuberculosis Association. As Supervisor of Rehabilitation at the West Coast Sanatorium, Corner Brook, he has co-operated with other rehabilitation services in planning rehabilitation for persons with handicaps other than tuberculosis. Mr. Cullen previously worked for the Newfoundland Department of Natural Resources. He became interested in the rehabilitation field following two years as a patient in the St. John's Sanatorium.

In his new post, Mr. Cullen is responsible for the co-ordination of all provincial rehabilitation services for the handicapped.

C. A. Pippy Awards

The 1964 C. A. Pippy awards were presented at the annual meeting of the Rehabilitation Council of Newfoundland. The awards are presented annually to a handicapped man and woman, who have triumphed over disability and are examples to others of what can be achieved.

Walter James Ryan of Bonavista, one of the winners, suffered an attack of polio when he was two years of age. It left him with both legs contracted and paralyzed, unable to walk. Nevertheless, he managed to get to school, sometimes carried or pulled on a sled. When he was 12 years of age he was given a pair of crutches made by a friendly neighbour. He finished high school in the outport and then went to work in an office in Gander, and then for a period as a taxi driver. In 1959 he went back to office employment at Bonavista Cold Storage.

The continued use of crutches, however, brought about a nerve involvement in his arms. In 1963 he entered General Hospital and, after three operations and many months in plaster, he is now walking with braces, using a cane for support on rough ground.

"With a cheerful disposition, by grit and determination Walter James Ryan has come a long way" says Dr. J. W. Heath of Bonavista who nominated Mr. Ryan for the award.

The other winner was Kathleen Brown from Englee, who has had cerebral palsy from birth. A considerable amount of her

schooling was obtained during three years at Sunshine Camp Children's Rehabilitation Centre where she was under almost continuous treatment, including some surgery. She boarded in St. John's to complete her schooling.

Later, through the Federal-Provincial Vocational Rehabilitation Program, a commercial course was arranged for her. In spite of her difficulties, she successfully completed the course. She gained experience working for the Society for Crippled Children and Adults and about a year and a half ago obtained a position as secretary to Dr. John Coyle.

In sponsoring her for the award, Dr. Coyle said "Kathleen is a self-supporting person, always cheerful, well adjusted to her disability and has shown, through sheer perseverance, determination and many setbacks, that a handicapped person can achieve total independence."

Reader's Digest Rehabilitation Award

At the annual meeting of the Canadian Rehabilitation Council for the Disabled in Toronto, A. J. Conduit, vice-president of the Reader's Digest Association (Canada) Limited, presented the second annual Reader's Digest Rehabilitation Award to the Sunshine Camp Children's Rehabilitation Centre of Newfoundland.

R. A. Frost, President of the Newfoundland Society for the Care of Crippled Children and Adults, accepted the award on behalf of the Centre. Mr. Frost told the audience that the centre was, at that time, in the process of moving from the old camp site to larger and more suitable quarters in what had been a high school building of the Fort Pepperrell Air Force Base. The new quarters will permit the society to serve a larger number of children in both its in-patient and out-patient services.

Diabetic Detection Survey

The Motor Vessel Christmas Seal has completed its annual survey trip along the coast of Newfoundland. During recent years, with the assistance of the Newfoundland Tuberculosis Association, programs of diabetic detection and location of handicapped persons has been added to the original T.B. survey.

Last year's program was conducted in areas where no diabetic survey had ever been carried out.

Collective Agreement Provisions on Older and Handicapped Workers

Of 361 collective agreements covering units of 300 or more employees in Canadian manufacturing industry, 22 per cent had provisions concerning continued employment of older workers

Some collective agreements contain clauses designed to facilitate the continued employment of workers whose work capacity has been impaired by advancing age or injury. Some agreements include special provisions also for workers who wish to remain in employment past the normal retirement age, states *Collective Agreement Provisions in Major Manufacturing Establishments*,* a recent publication of the Department.

The publication, No. 5 in the Labour-Management Research Series, reviews provisions in collective agreements in 361 manufacturing establishments that have 300 or more non-office employees under a collective agreement.

One-Fifth Had Clauses

"About one-fifth of the agreements examined," the report continues, "had clauses concerning the retention of older or handicapped employees. Under these clauses, older or handicapped employees were usually entitled to be given preference on jobs involving lighter or more suitable work." Three examples of this type of provision are:

Aged or partially incapacitated employees who have given long and faithful service in the employ of the company will be given preference for such light work as they are able to perform. Such employees will be paid the established rate for the job which they perform.

If the assignment of such employees to lighter work will adversely affect the seniority status of any other employee in the seniority unit to which they are assigned, the assignment shall only be made after approval of the Local Union Committee.

Employees who have given long and faithful service in the employ of the company and have become unable to handle their jobs will be given preference of such other work as available.

Aged employees or employees with service so long as to justify special consideration, and who are unable in the opinion of the Company Doctor, to continue in their duties to advantage, shall be given preference at such light work as they are able to handle, provided such light work is available, and shall have their rates revised accordingly.

* *Collective Agreement Provisions in Major Manufacturing Establishments* is available from the Queen's Printer, price 35 cents. (Catalogue No. L2-22/5).

Only 12 of the establishments in the survey included in their collective agreements provisions for retaining workers past their normal retirement age. Three examples of such provisions follow:

Three Examples

Normal retirement is age 65. An employee may continue in active service between ages of 65 and 69 at the discretion of the Company. Automatic retirement takes place as of the first month following the employee's attainment of age 69.

On the first day of the month after he reaches the retirement age sixty (60) for females, sixty-five (65) for males, every employee shall retire and his continuous service shall be terminated. However, the Company may re-employ an individual who is over the retirement age, although such an individual shall not be declared regular.

The normal retirement age will be sixty-five (65) years of age for men and sixty (60) years of age for women. Upon attainment of this retirement age, seniority rights may be waived and such employees may be assigned less exacting work more benefitting their ability after mutual agreement between the Company and the Union.

The accompanying table shows the occurrence in collective agreements of provisions for older, handicapped or retired workers.

PROVISIONS CONCERNING OLDER OR HANDICAPPED WORKERS

Percentages shown are proportions of the number of employees covered by survey

Provision	Establishments	Employees Covered
	No. (%)	No. (%)
Older or Handicapped Workers		
No specific provision..	283 (78)	192,340 (70)
Provision concerning continued employment of older or handicapped workers*.....	78 (22)	82,320 (30)
Retired Workers		
No specific provision..	349 (97)	263,080 (96)
Provision concerning employment of retired workers.....	12 (3)	11,580 (4)

* Does not include compulsory retirement clauses.

Women Workers of Israel

More than half of women at work are in salaried employment; almost one-fifth are self-employed and one out of seven is a farm worker. Four per cent are classified as "unemployed"

The 226,000 women in the Israeli labour force in 1963 accounted for 27 per cent of the total*. The number, 28.6 per cent of the total female population over 14, is generally lower than in other developing countries.

Although a 13-per-cent increase over 1961 figures is reflected (based on a 20-per-cent tabulation of the 1961 census), the participation rate has shown only a slight change, from 26.1 per cent to 26.8 per cent.

Labour Force status—More than half of the women at work are in salaried employment; almost one-fifth (18 per cent) are self-employed, and approximately one woman in seven is a farm worker. Four per cent are classified as "unemployed".

Industries—Of the total women in the labour force, more than half, 115,000, are engaged in the services, including government, community, business, recreation and personal services. Manufacturing accounts for almost the same total as commerce; the latter, with a total of 3,200, includes wholesale and retail trade, banks and other financial institutions, insurance and real estate.

Legislation—Women enjoy, equally with their male co-workers, all legislative achievements regarding conditions of work. In addition, special legislation covering the employment of women was enacted in 1954.

The law is divided into two parts: one deals with the prohibition of night work and work that might be injurious to women, and the other with women's rights during pregnancy, childbirth and maternity.

Prohibition of night work is not applicable where it might prove a discriminatory factor, such as in journalism, hospital work and resorts. The Minister of Labour is authorized to permit night work also for "states services". Women civil servants have thus been permitted to work at night in customs, meteorological and police services. In these circumstances regulations require adequate place to rest during intermission periods, a hot drink and transportation to and from work.

Maternity leave of 12 weeks, at least half following the birth of a child, is mandatory. Hospitalization, the cost of a layette and financial compensation up to 75 per cent of

the normal salary of the woman on leave are provided for through the Institute of National Insurance. A nursing mother at work is entitled to one hour's leave for this purpose without deduction in pay.

Tradition among immigrants from oriental countries seems to indicate a reluctance on the part of women to take employment or vocational training courses outside the home. This is a serious problem because of the shortage of manpower. Oriental-Jewish and Arab husbands are reluctant to permit wives and daughters to join women's organizations or attend seminars and social events.

Equal Pay—The principle of equal pay for equal work has since the inception of the state been encouraged by government, and is in effect for civil servants and the professions. It was not until 1964, however, that a law governing equal pay was approved. In practice this applies to about 90 per cent of the working women.

Active participation of women in guard duty throughout the years, and subsequently during the War of Independence, resulted in a government policy aimed at "full and complete equality for women, Jewish, Christian and Moslem, in their rights and duties as citizens, workers and members of the community."

Military conscription applies to girls. They are obliged to serve for 22 months, (2½ years for boys) upon reaching the age of 18, or upon completion of secondary education. Married women are exempt, but may be included in the reserve force until birth of the first child.

Labour Organization—Women in Israel account for 47 per cent of the membership in the General Federation of Labour (Histadrut). Within the Federation, the 400,000 women members include Arabs, Jews, veterans and often three generations of a family. They are organized into the Women Worker's Council.

Wives of Histadrut members, whether in the labour force or not, are considered full members; taking care of a home and family is considered as productive labour in Israel. They are an active part of the organization called "Working Mothers," and bear the main responsibility for the children's institutions. They enjoy full membership privileges in the organization, participating in elections as well as all other activities.

* Based on 1963 labour force sample surveys. Total population figures exclude 15,000 Bedouins in the Negev and soldiers in the regular army or on compulsory duty. 1964 Year Book of Labour Statistics (ILO).

COLLECTIVE BARGAINING REVIEW

Collective Bargaining Scene

Agreements covering 500 or more employees,
excluding those in the construction industry

Part I—Agreements Expiring During May, June and July

(except those under negotiation in April)

Company and Location

Union

American Motors Canada Ltd., Brampton, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Anglo-Nfld. Development, Grand Falls, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL- CIO/CLC) & Machinists (AFL-CIO/CLC)
Assn. Patronale des Services Hospitaliers (5 hos- pitals), Arthabaska, Drummondville & Nicolet, Que.	Service Empl. Federation (CNTU)
Babcock-Wilcox & Goldie-McCulloch, Galt, Ont.	Steelworkers (AFL-CIO/CLC)
Bathurst Power & Paper, Bathurst, N.B.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL- CIO/CLC), Machinists (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Canada Cement, N.B., Que., Ont., Man. & Alta.	Cement Wkrs. (AFL-CIO/CLC)
Chrysler Canada Ltd., Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC) (office empl.)
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (office empl.)
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (maintenance empl.)
Consumers' Gas Co., Toronto & other centres, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Copper Rand Chibougamau Mines, Chibougamau, Que.	Steelworkers (AFL-CIO/CLC)
DeHavilland Aircraft, Malton & Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Dominion Steel & Coal Corp., Sydney, N.S.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal Corp. (Cdn. Bridge), Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Donohue Brothers Limited, Clermont, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL- CIO/CLC)
E. B. Eddy, Parent & Lower Dumoine, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL- CIO/CLC)
E. S. & A. Robinson (Can.), Leaside, Ont.	Printing Pressmen (AFL-CIO/CLC)
Fraser Companies, Atholville, Edmundston & New- castle, N.B.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
Hotels & taverns (various), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC) (beverage dis- pensers)
Imperial Tobacco & subsids., Ont. & Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Motor Transport Industrial Relations Bureau, Ont.	Teamsters (Ind.) (mechanics)
Saskatchewan Government	Sask. Govt. Empl. Assn. (Ind.) (labour service empl.)
Saskatchewan Power Corp.	Oil Wkrs. (AFL-CIO/CLC)
Scott La Salle, Longueuil, Que.	Empl. Assn. (Ind.)
University of Saskatchewan, Saskatoon, Sask.	CLC-chartered local
Winnipeg Metro., Man.	Public Empl. (CLC)

Part II—Negotiations in Progress During April

(except those concluded in April)

Bargaining

Company and Location

Union

Abitibi Power & Paper & subsids., Que., Ont. & Man.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
American Can Co. of Canada, Hamilton, Simcoe, Ont. & Montreal, Que.	CLC-chartered locals
Associated Fur Industries, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Assn. des Marchands Détaillants (Produits Ali- mentaires), Quebec, Que.	Commerce & Office Empl. (CNTU)

This review is prepared by the Collective Bargaining Section, Labour-Management
Division of the Economics and Research Branch.

Company and Location	Union
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (male empl.)
Building maintenance & window cleaning contractors, Vancouver, B.C.	Bldg. Service Empl. (AFL-CIO/CLC)
Bowaters Mersey Paper, Anglo-Cdn. Pulp & Paper, Domtar Newsprint & James MacLaren Co., N.S. & Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Bowater's Nfld. Pulp & Paper, Corner Brook, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
British Columbia Forest Products, Crofton, Celgar Ltd., Watson Island & Rayonier Canada Ltd., Woodfibre, B.C.	Pulp & Paper Wkrs. of Canada (Ind.)
B.C. Hydro & Power Authority	IBEW (AFL-CIO/CLC)
B.C. Hydro & Power Authority	Office Empl. (AFL-CIO/CLC)
Calgary City, Alta.	Public Empl. (CLC) (inside empl.)
Calgary City, Alta.	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Calgary Power & Farm Electric Services, Alta.	Calgary Power Empl. Assn. (Ind.)
Cdn. International Paper & New Brunswick International Paper, N.B. & Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), International Operating Engineers (AFL-CIO), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC) & Plumbers (AFL-CIO/CLC)
Canada Iron Foundries, Three Rivers, Que.	Moulders (AFL-CIO/CLC)
Cdn. Johns-Manville, Asbestos, Que.	Mining Empl. Federation (CNTU)
CPA, svstem-wide	Machinists (AFL-CIO/CLC)
CNR, North Sydney, N.S.	ILA (AFL-CIO/CLC)
Cdn. Marconi, Montreal, Que.	Marconi Empl. Council (Ind.)
Cdn. Sugar Factories, Picture Butte, Raymond & Taber, Alta.	CLC-chartered locals
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Nicauba, Que.	Bush Wkrs., Farmers' Union (Ind.)
Consolidated Paper, Port Alfred, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Shawinigan, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Trenché Dist., Que.	Bush Wkrs., Farmers' Union (Ind.)
Council of Printing Industries, Toronto, Ont.	Typographical Union (AFL-CIO/CLC)
David & Frère, Montreal, Que.	Empl. Assn. (Ind.)
Dominion Coal, Glace Bay, N.S.	Mine Wkrs. (Ind.)
Dominion Rubber (Footwear & Warehouse Divs.), Guelph & Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dominion Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Domtar Newsprint & Domtar Construction Materials, Donnacona, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Domtar Newsprint, Red Rock, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Domtar Pulp & Paper (Howard Smith Paper Div.), Cornwall, Ont.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Dunlop Canada Limited, Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Eastern Canada Stevedoring & other companies, Toronto, Ont.	ILA (AFL-CIO/CLC)
E. B. Eddy, Hull, Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Edmonton City, Alta.	Fire Fighters (AFL-CIO/CLC)
Edmonton Public School Board, Edmonton, Alta.	Public Empl. (CLC) (caretakers)
Employing Printers' Assn. of Montreal, Montreal, Que.	Bookbinders (AFL-CIO/CLC)
Employing Printers' Assn. of Montreal, Montreal, Que.	Printing Pressmen (AFL-CIO/CLC)
Fairley Aviation, Eastern Passage, N.S.	Machinists (AFL-CIO/CLC)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
Fraser Valley Milk Producers' Assn. & other dairies, Vancouver & New Westminster, B.C.	Teamsters (Ind.)
Fur Mfrs. Guild, Montreal, Que.	Butcher Workmen (AFL-CIO/CLC)

Company and Location

Union

Fur Trade Assn. of Canada, Montreal, Que.,
Toronto, Ont. & Winnipeg, Man.
B. F. Goodrich, Kitchener, Ont.
Great Lakes Paper, Fort William, Ont.

Butcher Workmen (AFL-CIO/CLC)
Rubber Wkrs. (AFL-CIO/CLC)
Papermakers (AFL-CIO/CLC), Pulp & Paper
Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-
CIO/CLC) & International Operating Engi-
neers (AFL-CIO)
Public Empl. (CLC) (inside empl.)
Public Empl. (CLC) (outside empl.)
Steelworkers (AFL-CIO/CLC)

Hamilton, City, Ont.
Hamilton, City, Ont.
Hollinger Consolidated Gold Mines, Timmins, Ont.
Hopital General St-Vincent de Paul & Hopital
d'Youville et Hospice du Sacre-Coeur, Sher-
brooke, Que.
Hospitals (9), Hull, Buckingham & other centres,
Que.
Hotel Chateau Frontenac (CPR), Quebec, Que.
Hotel Royal York (CPR), Toronto, Ont.
International Harvester Co. of Canada, Chatham,
Ont.
International Harvester Co. of Canada, Hamilton,
Ont.
Kimberly-Clark Paper, Terrace Bay, Ont.

Service Empl. Federation (CNTU)
Service Empl. Federation* (CNTU)
Railway, Transport & General Wkrs. (CLC)
Hotel Empl. (AFL-CIO/CLC)

KVP Company, Espanola, Ont.
Lake Asbestos of Quebec, Black Lake, Que.
MacDonald Tobacco, Montreal, Que.
MacMillan, Bloedel & Powell River, Cdn. Forest
Products, Crown Zellerbach of Canada, Elk
Falls Co. & Rayonier Canada Ltd., B.C. coast
MacMillan, Bloedel & Powell River, British Colum-
bia Forest Products & Elk Falls Co., B.C. coast
Manitoba Telephone System

Auto Wkrs. (AFL-CIO/CLC)
Steelworkers (AFL-CIO/CLC)
Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) &
IBEW (AFL-CIO/CLC)
Carpenters (Lumber & Sawmill Wkrs. (AFL-
CIO/CLC)
Mining Empl. Federation (CNTU)
Tobacco Wkrs. (AFL-CIO/CLC)

Manitoba Telephone System
Marathon Corp. Marathon, Ont.
McIntyre Porcupine Mines, Schumacher, Ont.
Men's Clothing Mfrs. Assn. of Ontario, Toronto,
Ont.
Northern Electric, Belleville, Ont. & Montreal,
Que.
Northern Electric, Montreal, Que.
New Brunswick Power Commission, province-wide
Old Sydney Collieries, Sydney Mines, N.S.
Ontario-Minnesota Paper, Fort Frances & Kenora,
Ont.

Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Papermakers (AFL-CIO/CLC)
Man. Telephone Assn. (Ind.) (clerical & main-
tenance empl.)
IBEW (AFL-CIO/CLC) (electrical craft empl.)
Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Steelworkers (AFL-CIO/CLC)

Ontario Paper, Thorold, Ont.

Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Northern Electric Empl. Assn. (Ind.)
Northern Electric Office Empl. Assn. (Ind.)
IBEW (AFL-CIO/CLC)
Mine Wkrs. (Ind.)

Price Bros., Dolbeau, Kenogami & Shipshaw, Que.
Price Bros., Kenogami & Riverbend, Que.
Provincial Paper, Thorold, Ont.
Quebec Hydro-Electric Commission, Montreal &
other centres

Papermakers (AFL-CIO/CLC), Pulp & Paper
Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-
CIO/CLC), Machinists (AFL-CIO/CLC),
Firemen & Oilers (AFL-CIO/CLC), Carpen-
ters (AFL-CIO/CLC) & International Operat-
ing Engineers (AFL-CIO)
Papermakers (AFL-CIO/CLC), Pulp & Paper
Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-
CIO/CLC), Machinists (AFL-CIO/CLC),
Firemen & Oilers (AFL-CIO/CLC), Plumb-
ers (AFL-CIO/CLC), Carpenters (AFL-CIO/
CLC), ILA (AFL-CIO/CLC) & International
Operating Engineers (AFL-CIO)
Bush Wkrs., Farmers' Union (Ind.)
Pulp & Paper Wkrs. Federation (CNTU)
Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)

Quebec Iron & Titanium, Sorel, Que.
Quebec North Shore Paper, Baie Comeau, Que. &
Manicouagan Power Co.

Quebec Hydro-Electric Commission Office Empl.
Syndicate (Ind.)
Metal Trades' Federation (CNTU)

RCA Victor, Montreal, Que.
Rio Algom Mines (Nordic Mine), Algoma Mills,
Ont.
Saskatoon City, Sask.
Sask. Provincial Hospitals, Moose Jaw, North
Battleford, Prince Albert & Weyburn, Sask.
Shell Oil, Montreal, Que.
Silverwood Dairies, Toronto, Ont.
Spruce Falls Power & Paper & Kimberly-Clark of
Canada, Kapuskasing, Ont.

Papermakers (AFL-CIO/CLC) & Pulp & Paper
Mill Wkrs. (AFL-CIO/CLC)
RCA Salaried Empl. Assn. (Ind.)
Steelworkers (AFL-CIO/CLC)
Public Empl. (CLC) (inside & outside empl.)
CLC-chartered local & Public Empl. (CLC)
Shell Empl. Council (Ind.)
Retail, Wholesale Empl. (AFL-CIO/CLC)
Papermakers (AFL-CIO/CLC), Pulp & Paper
Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-
CIO/CLC)

Company and Location	Union
Steinberg's Ltd., Island of Montreal, Que.	Steinberg's Empl. Protective Assn. (Ind.)
Steinberg's Ltd., Island of Montreal, Que.	Steinberg's Warehouse & Transport Empl. Assn. (Ind.)
Thompson Products, St. Catharines, Ont.	Empl. Assn. (Ind.)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
White Spot Restaurants, Vancouver & Victoria, B.C.	White Spot Empl. Union (Ind.)
Winnipeg City, Man.	Public Empl. (CLC)

Conciliation Officer

Asbestos Corp. & Flintkote Mines, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
Atomic Energy of Canada, Chalk River & Deep River, Ont.	Atomic Energy Allied Council (AFL-CIO/CLC)
Brewers Warehousing, province-wide, Ont.	Brewery Wkrs. (AFL-CIO/CLC)
B.C. Hotels Assn., New Westminster, Burnaby & Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
Cdn. Industries Limited, Brownsburg, Que.	Mine Wkrs. (Ind.)
Cdn. Johns-Manville, Port Union, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Catelli Food Products, Montreal, Que.	Bakery Wkrs. (CLC)
Cockshutt Farm Equipment of Canada, Brantford, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
Eldorado Mining & Refining, Eldorado, Sask.	Mine, Mill & Smelter Wkrs. (Ind.)
Fisheries Assn. of B.C.	United Fishermen (Ind.) (canning & cold storage empl.)
Fisheries Assn. of B.C.	United Fishermen (Ind.) (tendermen)
Fry-Cadbury Ltd., Montreal, Que.	Bakery Wkrs. (CLC)
Goodyear Tire & Rubber, Bowmanville, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Goodyear Tire & Rubber, New Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hawker Siddeley (Cdn. Car Div.), Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
H. J. Heinz Co. of Canada, Leamington, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Hospitals (7), Three Rivers, Cap de la Madeleine, Grand'Mere, Shawinigan & La Tuque, Que.	Service Empl. Federation (CNTU)
Hotel Chateau Laurier (CNR), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hudson Bay Mining & Smelting, Flin Flon, Man.	CLC-chartered local, Machinists (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Boilermakers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), Painters (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
John Inglis Co. Limited, Toronto & Scarborough, Ont.	Steelworkers (AFL-CIO/CLC)
Kellogg Company, London, Ont.	Millers (AFL-CIO/CLC)
London City, Ont.	Public Empl. (CLC) (outside empl.)
Manitoba Hydro	IBEW (AFL-CIO/CLC)
Molson's Brewery Quebec Ltd., Montreal, Que.	Molson's Empl. Assn. (Ind.)
Montreal Transportation Commission, Montreal, Que.	Public Service Empl. Federation (CNTU)
Ocean Cement Limited, Greater Vancouver, Fraser Valley & Vancouver Island, B.C.	Teamsters (Ind.)
Phillips Cables Ltd., Brockville, Ont.	IUE (AFL-CIO/CLC)
Provincial Transport, Montreal, Que.	Public Service Empl. Federation (CNTU)
Rothmans of Pall Mall Canada Ltd., Quebec, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Union Carbide (Metals & Carbon Div.), Welland, Ont.	UE (Ind.)
Victoria Hospital, London, Ont.	Building Service Empl. (AFL-CIO/CLC)
Hiram Walker & Sons, Walkerville, Ont.	Distillery Wkrs. (AFL-CIO/CLC)

Conciliation Board

Cdn. Cannery, Vancouver & Penticton, B.C.	Packinghouse Wkrs. (AFL-CIO/CLC)
Firestone Tire & Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
National Harbours Board, Montreal, Que.	CNTU-chartered local
Studebaker-Packard of Canada, Hamilton, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Toronto Electric Commissioners, Toronto, Ont.	Public Empl. (CLC)
Vancouver City, B.C.	Fire Fighters (AFL-CIO/CLC)

Post-Conciliation Bargaining

CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)
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Arbitration

Quebec Hydro (Shawinigan Water & Power) Que.	Public Service Empl. Federation (CNTU)
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Work Stoppage

Company and Location	Union
Anaconda American Brass, New Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Nfld. Employers' Assn., St. John's, Nfld.	Longshoremen's Protective Union (Ind.)

Part III—Settlements Reached During April

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

Air Canada, company-wide, Air Line Flight Attendants (CLC): 2-yr. agreement covering 700 empl.—wage increases of 3% retroactive to April 1, 1965 and of 3% eff. April 1, 1966; 8 days vacation in lieu of statutory holidays during period November to April of each yr.; 4 wks. vacation after 20 yrs. of service eff. Jan. 1966; company to pay 50% of group life insurance premiums; top rates for stewardesses will be \$7.43 an hr. for service on DC-8 and \$6.87 an hr. on other aircraft April 1, 1966; agreement to expire March 31, 1967.

Automotive Transport Labour Relations Assn., B.C.—Teamsters (Ind.): 4-yr. agreement covering 2,200 empl.—wage increases of 20¢ an hr. retroactive to Jan. 1, 1965, 20¢ an hr. eff. Jan. 1, 1966, 20¢ an hr. eff. Jan. 1, 1967 and 20¢ an hr. eff. Jan. 1, 1968; wage guarantee of 40 hrs. a wk. to apply to 33% of empl. (formerly 25%), to 50% of empl. in 1965 and to 60% of empl. in 1966; 3 wks. vacation after 5 yrs. of service (formerly after 8 yrs.); new provision for 4 wks. vacation after 15 yrs. of service and in 1968 after 14 yrs. of service; non-occupational weekly indemnity increased to \$60 (formerly \$40); new provision for 3 days bereavement leave; jury duty supplement introduced; rate for warehouseman Jan. 1, 1968 will be \$3.13 an hr.; agreement to expire Dec. 31, 1968.

Burnaby District, B.C.—Public Empl. (CLC) (inside, outside empl. and foremen): 1-yr. agreement covering 600 empl.—general wage increases for hourly wkrs. of 10½¢ an hr. retroactive to Jan. 1, 1965 and 4¢ an hr. eff. July 1, 1965, and for salaried empl. 5½% retroactive to Jan. 1, 1965; 4 wks. vacation after 16 yrs. service (formerly after 17 yrs.); rate for labourer July 1, 1965 will be \$2.28½ an hr.; agreement to expire Dec. 31, 1965.

Canada Steamship Lines, Ont. & Que.—Railway Clerks (AFL-CIO/CLC): 3-yr. agreement covering 700 empl.—wage increases of 10¢ an hr. retroactive to April 16, 1964, 10¢ an hr. eff. April 16, 1965 and 10¢ an hr. eff. April 16, 1966; premium for night work after 6 p.m. Monday to Friday to be 55¢ an hr.; premium for night work after 6 p.m. Saturday to be time and one half; 1 wk. vacation after service of one season, 2 wks. vacation after service of two seasons, 3 wks. vacation after service of 10 seasons and new provision for 4 wks. vacation after service of 15 seasons; study of existing pension plan and possibility of adoption of new pension plan to be conducted and recommendations to become effective in 1966; rate for freight handler April 16, 1966 will be \$2.31 an hr.; agreement to expire April 15, 1967.

Cdn. Lithographers' Assn., Toronto, Hamilton, London, Ottawa, Ont. & Montreal, Que.—Lithographers and Photo Engravers (AFL-CIO/CLC): 3-yr. agreement covering 2,000 empl.—wage increases of 7¢ an hr. retroactive to Jan. 1, 1965, 4¢ to 6¢ an hr., depending on basic rates, eff. Jan. 1, 1966 and 6¢ to 8¢ an hr., depending on basic rates, eff. July 1, 1967; cost-of-living escalator clause to be discontinued Sept. 1, 1965; work week to be reduced with maintenance of pay to 36½ hrs. (at present 37½ hrs.) eff. Sept. 1, 1965 and to 35 hrs. eff. Jan. 1, 1967; new provision for 4 wks. vacation after 20 yrs. service; agreement to expire Dec. 31, 1967.

Consumers Glass, Ville St. Pierre, Que.—CNTU-chartered local: 3-yr. agreement covering 550 empl.—settlement pay of 5% of earnings from November 1, 1964 to April 7, 1965; wage increases of 5% eff. April 8, 1965, 4½% eff. Feb. 1, 1966 and 3½% eff. Feb. 1, 1967; additional classification adjustments; 9 paid holidays (formerly 8) in 1965 and 10 paid holidays in 1966; 2 wks. vacation after 3 yrs. of service eff. Feb. 1, 1966 (at present after 5 yrs.); 2 wks. vacation pay to be increased to 4½% of earnings (at present 4%), 3 wks. vacation pay to be increased to 6½% of earnings (at present 6%), 4 wks. vacation pay to be increased to 8½% of earnings (at present 8%) eff. Feb. 1, 1966; second and third shift premiums increased to 8¢ and 10¢ an hr. respectively (formerly 7¢ and 9¢ an hr.); company to pay full cost of medical-surgical plan; rates for tool-maker, patternmaker and labourer will be \$2.61, \$2.65 and \$1.95 an hr. respectively, Feb. 1, 1967; agreement to expire Jan. 31, 1968.

Hilton of Canada (Western) Ltd. (Hotel Vancouver), Vancouver, B.C.—Railway, Transport & General Wkrs. (CLC): 3-yr. agreement covering 500 empl.—wage increases of 8¢ an hr. retroactive to March 1, 1965, 6¢ an hr. eff. March 1, 1966 and 6¢ an hr. eff. March 1, 1967; split shift differential to be 50¢ a day; Remembrance Day to be 8th paid holiday; 3 wks. vacation after 10 yrs. of service (formerly after 15 yrs.) and 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); rate for maid March 1, 1967 will be \$1.45 an hr.; agreement to expire Feb. 29, 1968.

Montreal City, Que.—Public Service Empl. Federation (CNTU) (inside empl.): 2-yr. agreement covering 4,500 empl.—wage increases of 4% retroactive to Dec. 1, 1964 and 4% eff. Dec. 1, 1965; 3 wks. vacation after 8 yrs. of service (formerly after 10 yrs.) and 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); maternity leave without pay in seventh month of pregnancy included in agreement (formerly outside agreement); empl. to be allowed time off of 1 hr. for biennial union elections; 1 mo. leave of absence to be granted to empl. for candidacy in federal or provincial elections; new provision for jury duty supplement; agreement to expire Nov. 30, 1966.

Northern Electric, Toronto, Ont.—Communications Wkrs. (AFL-CIO/CLC) (shop, warehouse and installation empl.): 3-yr. agreement covering 1,100 empl.—average wage increases of 8¢ an hr. retroactive to Nov. 1964, 8¢ an hr. eff. Nov. 1965 and 8¢ an hr. eff. Nov. 1966; 10 (formerly 9) paid holidays; 4 wks. vacation after 25 yrs. of service (formerly after 29 yrs.); employer to pay present premiums of hospital and medical insurance; rate for shop trucker Nov. 1966 will be \$1.96 an hr.; agreement to expire Oct. 31, 1967.

Quebec North Shore Paper, Baie Comeau, Franquelin & Shelter Bay, Que.—Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC): 2-yr. agreement covering 1,600 empl.—wage increase of 5¢ an hr. retroactive to March 1, 1965; work week reduced from 54 hrs. to 50 hrs. with maintenance of pay in 1965 and to 48 hrs. with maintenance of pay eff. March 1, 1966; 2 wks. vacation (formerly 1 wk.) after 5 yrs. of service and 3 wks. vacation after 10 yrs. of service (formerly after 15 yrs.); group medical and hospital insurance plan to be adopted Sept. 1, 1965; rate for labourer becomes \$1.46 an hr.; agreement to expire Feb. 28, 1967.

Rowntree Co., Toronto, Ont.—Retail, Wholesale Empl. (AFL-CIO/CLC): 2-yr. agreement covering 600 empl.—wage increases for male skilled trades of 18¢ an hr. eff. April 1965, and 17¢ an hr. eff. Jan. 1966; wage increases for male general wkrs. of 11¢ an hr. eff. April 1965 and 10¢ an hr. eff. Jan. 1966; wage increases for female empl. ranging from 9¢ to 13¢ an hr. eff. April 1965 and 5¢ an hr. eff. Jan. 1966; 3 wks. vacation after 12 yrs. of service (formerly after 15 yrs.); afternoon and evening shift premiums increased to 9¢ and 11¢ an hr. respectively (formerly 7¢ and 10¢); company to pay 50% of premiums for Ontario hospital insurance; agreement to expire Dec. 31, 1966.

Royal Alexandra Hospital, Edmonton, Alta.—Public Empl. (CLC): 2-yr. agreement covering 600 empl.—general wage increases of 4% retroactive to Jan. 1, 1965 and 4% eff. Jan. 1, 1966; agreement to expire Dec. 31, 1966.

St. Boniface General Hospital, St. Boniface, Man.—Empl. Union of Hospital Institutions (Ind.): 3-yr. agreement covering 800 empl.—wage increases of 3½% retroactive to March 29, 1965, 5% eff. April 1, 1966 and 4% eff. April 1, 1967; Remembrance Day to be 10th paid holiday; 3 wks. vacation after 8 yrs. of service (formerly after 10 yrs.); bi-weekly rate for hospital attendant April 1, 1967 will be \$124; agreement to expire March 31, 1968.

Walter M. Lowney Co., Sherbrooke, Que.—Bakery Wkrs. (CLC): 2½-yr. agreement covering 550 empl.—general wage increase of 23¢ an hr. in the following steps: 5¢ an hr. retroactive to Dec. 3, 1964, 3¢ an hr. eff. Aug. 1, 1965, 3¢ an hr. eff. Dec. 3, 1965, 3¢ an hr. eff. April 1, 1966, 5¢ an hr. eff. Dec. 3, 1966 and 4¢ an hr. eff. April 1, 1967; additional increases varying from 5¢ to 25¢ an hr. with introduction of job evaluation plan; afternoon and night shift premiums increased to 7¢ and 10¢ an hr. respectively (formerly 5¢ and 7¢ an hr.); 9 paid holidays (formerly 8); amendments to vacation with pay plan: 3 wks. after 12 yrs. of service eff. May 1, 1965 (formerly after 15 yrs.), after 11 yrs. of service eff. May 1, 1966 and after 10 yrs. of service eff. May 1, 1967; 4 wks. after 20 yrs. of service (formerly after 25 yrs.) eff. May 1, 1965; joint administration of insurance plan (formerly administered solely by company); male base rate April 1, 1967 will be \$1.61 an hr.; female base rate April 1, 1967 will be \$1.35 an hr.; agreement to expire July 1, 1967.

Winnipeg General Hospital, Winnipeg, Man.—Public Empl. (CLC): 3-yr. agreement covering 650 empl.—general wage increases of 5% retroactive to Jan. 1, 1965, 5% eff. Jan. 1, 1966, and 3% eff. Jan. 1, 1967; sick leave increased to maximum of 40 days (formerly 30 days); 3 wks. vacation after 8 yrs. of service (formerly after 10 yrs.); rate for porter will be \$303 per mo. Jan. 1, 1967; agreement to expire Dec. 31, 1967.

An "unprecedented" report of a study of automation in the American communications industry, undertaken by a firm of management consultants employed by the union, and an estimate of its long-range effects on the employment, security and living standards of workers in the industry was made public last month by Joseph A. Beirne, president of the Communications Workers of America. The union is the first to commission such a study.

The report was prepared by the Diebold Group, Inc., headed by John Diebold of New York, the man to whom the coining of the word "automation" is often imputed.

Technological improvements, according to the report, will continue to reduce the amount of labour required in industrial production processes, and will at the same time oblige society to find ways of helping people to make creative use of their leisure time. As far as the communications industry is concerned, the report finds that employment will increase only slightly during the next decade or two.

"Even if the work force in our industry remains relatively stable, we are faced with a net deficit of jobs," President Beirne com-

mented, "since the proportion of jobs in communications relative to the total number of jobs in the economy will fall."

Although there was much reason for optimism, he said, such as the growing need for very highly skilled persons and specialists of many kinds, the CWA was "deeply concerned about the finding that skill levels of certain workers may actually be lowered in electronic central offices and elsewhere."

Mr. Beirne said that, although the union did not "necessarily agree with all the findings of the study," he was gratified that in general its conclusions "broadly sustain CWA's approach to the problem of automation."

He went on to say that it was clear that "we in the communications industry must work for: (1) a 35-hour work week; (2) constantly higher wage income; (3) earlier retirement or more adequate pensions and longer vacations; (4) collective bargaining progress toward better health and security provisions and greater educational opportunity; (5) a broadened exploration of how workers may obtain the best and most fruitful use of the greater amount of leisure time which will be available if we use automation correctly."

TEAMWORK in INDUSTRY

The most ambitious and successful project ever shared on a co-operative basis by union and management at Continental Can Company's Plant 530, Mount Dennis, Ont., dealt with employee training. Personnel supervisor Harry Rich has revealed that when the plant was first faced with the need for training men in a new process—lithography—in the printing department, the Printing Specialties Union offered the services of qualified instructors from one of its other units.

Subsequently, through close co-operation between management and union instructors, a fully qualified five-man crew was trained to operate a complex, high-speed, five-colour lithography press. From this trained nucleus, seven more crews have been developed to operate the additional presses that have been installed. Observed Mr. Rich: "At Continental, training is recognized as a most important area for union-management co-operation. To ignore your work force in this field is like operating your automobile without regard for the experience and know-how of a good mechanic."

As another spokesman stated it: "Like all modern managements, we have an active labour-management committee. . . . We have a 20th Century approach to industrial relations."

Desire for personal betterment and the success of a company are directly related, according to plant manager Harry Smith. A union steward in his earlier days with the firm, Mr. Smith has had a close look at both sides of the industrial relations picture. Whether one is a supervisor or one of the supervised, he says, the goal is the same—desire for betterment.

"You can't have one without the other," he said during an interview. "Nothing achieves success more than old-fashioned co-operation and teamwork. At Continental we strive to keep all employees intimately aware of the company operations, in a sincere effort to foster a labour-management partnership."

No one comes out a loser in labour-management committee meetings at Plant 530, claims union spokesman Bill Pritchard. Mr. Pritchard, who heads employee representatives serving on the committee, is chapel

chairman of Local 466, Printing Specialties and Paper Products Union. During an interview he commented: "We always feel that some good is derived from these meetings. We get the opportunity to iron out a number of small problems—and no one comes out a loser. It is really a meeting of minds, with a spirit of co-operation and mutual trust permeating both sides."

Mr. Pritchard's fellow committee members are Harry Rich, personnel supervisor; Dave Kirk, plant engineer; Jack Potter, assistant plant manager; Jack Wagstaffe, litho; Ralph Caverley, printing; George Nagel, cutting and creasing; Doug Rider, finishing; Alex Laurence, shipping and receiving; Wally Nothrup, maintenance, and Don Russell, service. CCCC's Mount Denis plant manufactures folding cartons and paper specialties.

Continental Can management is currently exploring the potential inherent in greater encouragement of employee "feedback" via its labour-management communications program. Upon the recommendation of the plant labour-management committee, management has agreed to produce a printed insert on committee activities. The insert will be included as a regular supplement in the plant publication, "The 530 NEWS".

* * *

At a recent meeting of Jubilee Hospital's Labour-Management Committee, in Vernon, B.C., administrator J. K. Maynard announced to members that new construction to enlarge facilities would be started this summer. Then he added that the plans for the new addition were on display in the hospital board room for all to see. Alongside the display is a book, and employees are invited to write down any suggestions they might have for changes and improvements. Bargaining agents for Jubilee Hospital employees are the Registered Nurses Association of B.C., and Hospital Employees' Local 180.

* * *

The Staff-Management Advisory Committee at Modern Press Ltd., Saskatoon, in a "press release" issued to the employees, said it did not usurp the place of a union, nor did it "act as a pipeline for management." It said that it rather provided a meeting place where all groups in the plant could learn to understand each other's views, what problems could be met and solved, and what improvements could be made.

Bargaining agents for the employees of Modern Press are locals of the Bookbinders, Printing Pressmen's and Typographical unions.

Establishment of Labour Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for five days during March. The Board granted six applications for certification, ordered one representation vote and rejected two applications for certification. During the month the Board received 14 applications for certification, three requests under Section 61(2) of the Act for review of earlier decisions, and allowed the withdrawal of three applications for certification. It also allowed the withdrawal of a complaint under Section 43 of the Act alleging failure to bargain that the Minister of Labour had referred to the Board.

Applications for Certification Granted

1. Transport Drivers, Warehousemen and Helpers' Union Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by Robert Transport Ltée, Rougemont, Que. (L.G., April, p. 340).

2. International Union of Operating Engineers, Local 115, on behalf of a unit of crane operators employed on the self-loading and dumping log barge *Straits Logger* by Straits Barge Limited, Vancouver, B.C. (L.G., April, p. 340).

3. Transport Drivers, Warehousemen and Helpers' Union Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of unit of drivers, helpers, and mechanics employed by Houle Express Ltée., St-Rémi de Napierville, Que. (L.G., April, p. 341).

4. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of deckhands employed aboard vessels owned and operated by Lyttle Bros. Limited, Vancouver, B.C. (L.G., April, p. 341).

5. International Association of Machinists on behalf of a unit of clerical employees employed in the engineering and maintenance of way departments of the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que. (see applications for certification received, below).

6. Canadian Air Line Pilots Association on behalf of a unit of captains and first officers employed by Nordair Ltd., Montreal International Airport, Dorval, Que. (see applications for certification received, below).

Representation Vote Ordered

Truckers, Cartagemen, Construction and Building Material Employees, Local Union No. 362, and General Drivers, Warehousemen and Helpers Local Union No. 979, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, Bicknell Freighters Limited, Calgary, Alta., respondent, and Western Truckers Union, intervener. The Board directed that only the names of the Teamsters' Locals appear on the ballot. (L.G., April, p. 340). (Returning Officer: J. D. Meredith).

Applications for Certification Rejected

1. Teamsters, Chauffeurs, Warehousemen, Helpers, and Miscellaneous Workers, Local 76, and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 927, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, and M & D Transfer Limited, Coldbrook, N.B., respondent. The application was rejected for the reason that it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board. (L.G., March, p. 245).

2. Western Truckers Union, applicant, Bicknell Freighters Ltd., Calgary, Alta., respondent, and the Truckers, Cartagemen, Construction and Building Material Employees, Local Union No. 362, and General Drivers, Warehousemen and Helpers, Local Union No. 979, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, interveners. The application was rejected for the reason that the Board was not satisfied that the Western Truckers Union was a bona fide and properly organized and functioning union. (L.G., April, p. 340).

Applications for Certification Received

1. Association des Employés de Rod Service Ltée on behalf of a unit of garage employees and drivers employed by Rod Service Ltée-Ltd., Montreal, Que., in the carrying out of its contracts for the pick-up and delivery of Her Majesty's Mail. (Investigating Officer: R. L. Fournier).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

2. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of unlicensed personnel employed aboard the car barge *Greg Yorke* by Aqua Transportation Limited, Vancouver, B.C. (Investigating Officer: G. H. Purvis).

3. International Association of Machinists on behalf of a unit of clerical employees employed in the engineering and maintenance of way departments of the Quebec North Shore & Labrador Railway Company, Sept-Iles, Que. (Investigating Officer: R. L. Fournier). (See Applications for Certification Granted, above).

4. Transport Drivers, Warehousemen and Helpers Union, Local 106, General Truck Drivers Union, Local 938, and General Truck Drivers Union, Local 879, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Overnite

Express Ltd., Hull, Que. (Investigating Officer: G. E. Plant).

5. Canadian Air Line Pilots Association on behalf of a unit of captains and first officers employed by Nordair Ltd., Montreal International Airport, Dorval, Que. (Investigating Officer: Miss M-P. Bigras) (See Applications for Certification Granted, above).

6. Brotherhood of Maintenance of Way Employees, Canadian National System Federation (Western Lines) on behalf of a unit of sectionmen employed by White Pass & Yukon Route (British Columbia Yukon Railway Company and the British Yukon Railway Company). (Investigating Officer: G. H. Purvis).

7. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed aboard vessels owned and operated by Engineering Consultant Limited, Saint John, N.B. (Investigating Officer: H. R. Pettigrove).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

8. National Association of Broadcast Employees and Technicians on behalf of a unit of technicians employed by British Columbia Television Broadcasting Limited (CHEK-TV), Saanich, B.C. (Investigating Officer: J. D. Meredith).

9. Transport Drivers, Warehousemen and Helpers Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of truck drivers employed by Veilleux Transport Inc., East Angus, Que. (Investigating Officer: R. L. Fournier).

10. Association of Quebec Employees of Overnite Express Limited on behalf of a unit of employees employed in the Province of Quebec by Overnite Express Limited, Hull, Que. (Investigating Officer: G. E. Plant).

11. Mayo District Mine, Mill & Smelter Workers Local Union No. 924 of the International Union of Mine, Mill and Smelter Workers (Canada) on behalf of a unit of employees employed by Discovery Mines Ltd., Carmacks, Y.T. (Investigating Officer: J. D. Meredith).

12. Mayo District Mine, Mill & Smelter Workers Local Union No. 924 of the International Union of Mine, Mill and Smelter Workers (Canada) on behalf of a unit of employees employed by Mount Nansen Mines Ltd., Carmacks, Y.T. (Investigating Officer: J. D. Meredith).

13. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 106, on behalf of a unit of employees employed by Transport Frontenac Ltée, Quebec, Que., in the carrying out of its contracts for the pick-up and delivery of Her Majesty's Mail. (Investigating Officer: R. L. Fournier).

14. Office Employees International Union, Local 131, on behalf of a unit of clerical and sales staff employed by Pickford and Black Limited, Toronto, Ont. (Investigating Officer: S. Emmerson).

Requests under Section 61 (2) Received

1. Request by the Canadian National Railway Company for review of the certification issued by the Board on May 18, 1960, to the Canadian National Railways Police Association in respect of a unit of railway police employed in the company's Investigation Department. (L.G., 1960, p. 707).

2. Request by The Order of Railroad Telegraphers, System Division No. 7, for

review of the Board's decision on January 28, 1965, rejecting an application for certification made by The Order of Railroad Telegraphers, System Division No. 7, in respect of a unit of employees employed by the Canadian Pacific Railway Company. (L.G. March, p. 245).

3. Request by the Canadian Brotherhood of Railway, Transport and General Workers, for review of the certification issued by the Board on June 30, 1952, to the Canadian Brotherhood of Railway Employees and Other Transport Workers (now Canadian Brotherhood of Railway, Transport and General Workers) in respect of a unit of employees of the Canadian National Railways in the offices of the General Freight Claims Agent and District Freight Claims Agent, Montreal, Que. (L.G., 1952, p. 1074).

Applications for Certification Withdrawn

1. International Alliance of Theatrical Stage Employees, Local 878, applicant, Canadian Broadcasting Corporation, respondent (certain employees in Quebec), and the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, intervener. (L.G., Aug., 1964, p. 716).

2. International Association of Machinists, applicant, and the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., respondent (engineering and maintenance of way departments) (L.G., April, p. 340). (New application submitted, see Applications for Certification Received, above).

3. International Union of Operating Engineers, Local 882, applicant, the National Harbours Board, Vancouver, B.C., respondent, and Vancouver Harbour Employees Association Local 517, International Longshoremen's & Warehousemen's Union, intervener. (L.G., April, p. 340).

Complaint under Section 43 Withdrawn

The Board permitted the withdrawal of a complaint by the Vancouver-New Westminster Newspaper Guild, Local 115 American Newspaper Guild, alleging that the Vantel Broadcasting Co., Ltd., Vancouver, B.C., had failed to bargain collectively. The complaint had been referred to the Board by the Minister of Labour in November, 1961, and the Board was unable to deal with the complaint because of protracted court proceedings begun by the company. (L.G., 1962, p. 53).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During March, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. British Yukon Navigation Company and British Yukon Railway Company (White Pass and Yukon Route) and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

2. Canadian National Steamship Company, Limited (Pacific Coast Service) and Seafarers' International Union of Canada (Conciliation Officer: D. S. Tysoe).

3. Cargill Grain Company Limited, Baie Comeau, Que., and Local 977, International Brotherhood Pulp, Sulphite and Paper Mill Workers (Conciliation Officer: R. L. Fourrier).

4. National Harbours Board, Port of Montreal, and Montreal Harbour Staff Employees' Association (Conciliation Officer: C. E. Poirier).

5. National Harbours Board, Port of Montreal, and National Syndicate of Employees of the Port of Montreal (CNTU) (Conciliation Officer: C. E. Poirier).

6. Canadian National Hotels Limited (Chateau Laurier Hotel) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: T. B. McRae).

7. Giant Yellowknife Mines Ltd., and Yellowknife & District Miners Union, Local 802, International Union of Mine, Mill & Smelter Workers (Canada) (Conciliation Officer: D. S. Tysoe).

8. Canadian Freightways Limited, Calgary, and Locals 362 and 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

9. Canadian Pacific Air Lines Limited, Vancouver Airport, and Hotel and Restaurant Employees' Union, Local 28 (Conciliation Officer: D. S. Tysoe).

10. Eldorado Mining and Refining Limited, Eldorado, Sask., and Beaverlodge District of Mine, Mill and Smelter Workers Union No. 913 of the International Union of Mine, Mill and Smelter Workers (Canada) (Conciliation Officer: C. Arthur Frey).

11. Radio Nord Inc. (Station CKRN-TV) Rouyn, Que., and National Association of

Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier).

12. Canadian Arsenal Limited (Small Arms Division) Long Branch, Ont., and Canadian Guards Association (Conciliation Officer: T. B. McRae).

13. Atomic Energy of Canada Limited, Chalk River, Ont., and The Atomic Energy Allied Council (Conciliation Officer: T. B. McRae).

Settlements Reported by Conciliation Officers

1. Lakehead Terminal Elevators Association, Port Arthur and Fort William, Ont., and Local 650 of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: C. Arthur Frey) (L.G., April, p. 342).

2. Consolidated Aviation Fueling of Toronto Limited, Toronto International Airport, and International Association of Machinists (Conciliation Officer: T. B. McRae) (L.G., April, p. 342).

3. The Toronto Harbour Commissioners, and Locals 1842 and 1869 of the International Longshoremen's Association (Conciliation Officer: T. B. McRae) (L.G., April, p. 342).

4. Western Ontario Broadcasting Company Limited (CKLW and CKLW-TV) Windsor, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae) (L.G., Feb., p. 138).

5. Quebec Cartier Mining Company, Port Cartier, Que., and Seafarers' International Union of Canada (Conciliation Officer: C. E. Poirier) (L.G., Dec., 1964 p. 1108).

Conciliation Board Appointed

National Harbours Board, Port of Quebec, and Local 529 of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Feb., p. 138).

Boards' Reports Received

1. Canadian National Hotels Limited (Fort Garry Hotel, Winnipeg, Man.) and Canadian Brotherhood of Railway, Transport and General Workers (L.G., Feb., p. 138). The text of the report is reproduced below.

2. Canadian National Hotels Limited (Bessborough Hotel, Saskatoon, Sask.) and Canadian Brotherhood of Railway, Transport and General Workers (L.G., Dec., 1964, p. 1109). The text of the report is reproduced below.

3. H. W. Bacon Limited, Toronto, and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Jan., p. 50). The text of the report is reproduced below.

Settlement Reached after Board Procedure

Canadian National Hotels Limited (Bessborough Hotel, Saskatoon, Sask.) and Cana-

dian Brotherhood of Railway, Transport and General Workers (see above).

Settlement before Board fully Constituted

Canadian Pacific Railway Company S.S. *Princess of Acadia* and Canadian Brotherhood of Railway, Transport and General Workers (engineer officers and electrical engineer officers) (L.G., April, p. 342).

Report of Board in Dispute between

Canadian National Hotels Limited (Fort Garry Hotel)
and

Canadian Brotherhood of Railway, Transport and General Workers

The Board received written briefs from the Canadian National Railway Company Hotel Division, hereinafter referred to as the "company" and the Canadian Brotherhood of Railway, Transport and General Workers, hereinafter referred to as the "union".

The Canadian National Railway was represented by N. A. McLean and W. G. Foster.

The Canadian Brotherhood of Railway, Transport and General Workers was represented by A. Nolette, J. R. Grealy, K. C. Perry, L. Hurard and W. H. Matthew.

After both parties had presented their briefs to the Board, the Board pursuant to the requirements of the Industrial Relations and Disputes Investigation Act, attempted to conciliate the difference existing between the parties. The Board was unsuccessful in its conciliatory efforts and as a result, pursuant to the requirements of The Industrial Relations and Disputes Investigation Act, it is necessary for the Board to make recommendations as to a fair and equitable basis for settlement of the dispute.

ISSUES IN DISPUTE

Union's demands—two year contract.

1. A 10¢ wage increase for all employees.
2. The addition of Remembrance Day and Boxing Day as paid statutory holidays.
3. For employees with less than one year's service, payment of one days vacation with pay for each twenty-five (25) days of actual work during the preceding year.

During March, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian National Hotels Limited (Fort Garry Hotel, Winnipeg, Man.) and the Canadian Brotherhood of Railway, Transport and General Workers.

The Board was under the chairmanship of W. Steward Martin of Winnipeg. He was appointed by the Minister on the joint recommendation of the other two members. A. S. Dewar, Q.C., and P. Byiers, both of Winnipeg, nominees of the company and union, respectively.

The text of the report is reproduced here.

4. Increase in vacation entitlement for long service employees.
5. One days sick leave with pay per month accumulative.
6. Extra \$1 per day compensation to all employees working split shifts.

The parties were able to agree upon certain clarifications and changes of job classifications.

SUMMARY OF UNION'S BRIEF

The union in its brief sets forth the history of the dispute. A summary of the matters are now before the Board and argument and evidence in support of these matters.

With reference to the justification of a wage increase, the union argued that it is the policy of the Government of Canada to support a minimum wage in the amount of \$1.25 per hour and that the company being a creature of Parliament should be prepared to acquiesce to the policy pronouncement of the Parliament of Canada.

The Board rejects this argument. It is correct that the Canadian National Railway, as a corporation is a legal creature of the Parliament of Canada. The hotel department of the company is competing with other hotel enterprises who operate pursuant to the best business standards that would be employed by the private enterprise segment of the industry. The company in no way should be prejudiced in its operation of its corporate status.

If the Parliament of Canada applies the new labour standards legislation to the opera-

tion of the Fort Garry Hotel and imposes upon this establishment a minimum wage of \$1.25 per hour, it will be creating a wage differential between the Fort Garry Hotel operating costs and the average wages paid in the hotel industry in this area of at least 25 per cent. Under these circumstances it is difficult to see how the Fort Garry Hotel can compete with the other segments of the industry, particularly in light of the fact that labour costs account for approximately 50 per cent of the total operating costs.

The Union's other primary argument in support of wage increases is based upon a consideration of the increase in wage rates in Canada since 1958. On the basis of this evidence, the union argued that wages have been increasing at the rate of 6.4 per cent every two years. The union's statement in this regard is accepted by the Board as being factually correct.

The union argued that Remembrance Day and Boxing Day should be included as additional paid statutory holidays on the grounds that the Prince Edward Hotel in Brandon, Man., and the Canadian Pacific Railway hotels and certain hospitals pay for these holidays. No other evidence was tendered to the Board indicating the prevailing practise in the hotel industry in this area or elsewhere in Canada. The Board is not prepared to accept this meagre evidence as justifying an increase in the statutory holiday entitlement.

With reference to increase in vacation pay, the union justifies its position in light of the holiday entitlement set forth in the Federal Labour Standards Code. The Board is not prepared to accept the vacation with pay standards as set forth in this proposed legislation. The Board strongly feels that the economic realities of conducting a competitive business requires that the employer does not sustain labour costs that will materially jeopardize its competitive position.

The union argued that hospital employees under collective agreements receive a minimum of one day per month accumulative sick leave. There is no evidence tendered to the Board to indicate what the practices are in the hotel industry. The Board feels that it is unrealistic to impose conditions that may exist in hospitals to the hotel industry. There may be salient practical reasons why hospitals follow the practice of sick leave. It could be contrary to the hospital interest to have people working in these institutions who are suffering slight sicknesses.

With reference to the union's demand for extra compensation for employees working split shifts, the Board is sympathetic with this argument. It is felt that employees should

receive some compensation when they are on call, for work beyond the normal continuous work period.

SUMMARY OF COMPANY'S BRIEF

The company sets forth a summary of the labour dispute. The brief provides statistics concerning the financial operation of the hotel from 1955 to 1964 inclusive. The Board notes that this hotel has sustained, during the years 1961, 1962, 1963 and 1964, a substantial cash loss, without taking into consideration the depreciation factor. With the depreciation factor considered, the annual average loss per year of this period would be in excess of \$170,000 per year. The company in its brief does not argue that the operating position of the hotel is the primary justification for its refusal to grant a wage increase. Its primary argument is an assertion that the hotel, at the present time, is paying wage rates in excess of those wage rates paid by its competitors in this area.

The company's assertion in this regard is only partially correct in light of its own evidence. In [one] table of its brief, it sets forth the wages applicable to certain job classifications as found in the four other major competitive hotels in the downtown area. Ten job classifications are considered for comparative purposes with the four other major hotels. In seven of these classifications the rates paid by the Fort Garry Hotel are above the average rates set forth.

On the other hand, comparing the rates paid on these 10 job classifications to the rates paid in the Royal Alexandra Hotel, which is the only other comparable hotel, the evidence tendered by the company reveals that their rates are higher in only two job classifications and in one job classification the rate paid by the Royal Alexandra Hotel is 22 cents higher than the comparable rate paid by the Fort Garry Hotel. Thus, the company's argument that it is paying wage rates in excess of the rates paid by its competitors, is not supported by its own evidence. If the highest wage of the various job classifications is selected from among the four wage schedules of the downtown hotels, it is only in the classification of houseman that the Fort Garry Hotel wage rate is highest.

The company may be correct in its assertion that the total of its fringe benefit costs is greater than is found in other hotels. Unfortunately there is no evidence before the Board to make an assessment on this question.

The statistics set forth by the company in [another] table indicates that its wage rates are substantially higher than Manitoba hotels, other than railway hotels employing less than 200 people. However, for the purposes of

this Board, it is felt that the Board should take specific cognizance of the wage rates operative by the major hotels in the downtown Winnipeg area. The same assessment is made with reference to the company's statistics concerning the wage structures existing in Canadian hotels other than railway hotels employing 200 or more people. The statistics set forth in this table reveal that the Fort Garry Hotel is paying above the average Canadian wage. However, the differential is not nearly as great as found in this table.

The company in its brief makes reference to the increased competitive factor in the industry, as evidenced by the large increase in the number of hotels available in the Greater Winnipeg area and the decrease in the occupancy rate at the Fort Garry Hotel. In addition to providing the Board with information concerning the revenue and expenses of the overall hotel operation, the Board was provided with specific evidence showing the revenue and expenses covering the catering service. This catering service also shows a substantial net loss in operation over the years. The company provided salient evidence indicating that there is no justification for increasing the number of paid statutory holidays and has satisfied the Board by its representation that, all the demands of the union should be rejected with the exception of the demands for a wage adjustment and split shift allowance.

With reference to the company's argument concerning the compensation for employees working split shifts, the company takes the position that an assessment of many hotel agreements across the country do not reveal a justification for the payment of a \$1 premium for shift work. The company argued that this type of compensation would be tantamount to the granting of bonuses and the imposition of a penalty upon the company because of unavoidable working conditions.

The Board is not convinced that shift work could not be further minimized in this hotel. The union argued verbally that there is only one position in the Palliser Hotel in Calgary, Alta., that is covered by shift requirements. The union further indicated that it has a proposal which it feels would materially reduce the amount of shift work required at this hotel. The Board feels that if the company has the right to utilize its work force within varying job classifications, that the amount of shift work required in the

operation of the establishment could be reduced. The Board feels that an employee who is deprived of having his leisure time on a continuous basis, is entitled to more compensation than an employee who has continuous leisure time.

BOARD RECOMMENDATIONS

The Board is making its wage recommendations covering the 10 job classifications set forth in the company's brief, plus the trade classification which is not set forth in the company's brief. If the wage recommendations in these classifications are not sufficient to establish an overall wage structure, then the Board is prepared to make further recommendations in order to facilitate this objective.

	First Year	Second Year
Room clerk	3¢	3¢
Telephone operator	3¢	2¢
Bellman	2¢	2¢
Elevator operator	3¢	2¢
Bartender	no increase	no increase
Lounge waiter	no increase	no increase
Waiter-waitress	2¢	2¢
Chambermaid	3¢	3¢
Houseman	no increase	no increase
General cook	4¢	4¢
Maintenance department		
Classifications	5¢	5¢

With reference to compensation for split shifts, the Board is prepared to recommend a 30-cent payment per shift for all employees who are required to work a split shift, on the understanding that the work rules imposed upon the company gives the company the right to utilize its work force so that it can take effective measures to eliminate split shift employment.

The Board further recommends that the company should be given a reasonable time in order to consider and experiment with methods that may minimize shift work employment. The Board therefore recommends that the imposition of split shift premiums should not become effective until the 1st day of October, 1965.

Dated at the City of Winnipeg, March 8, 1965.

(Sgd.) W. S. Martin,
Chairman.

(Sgd.) P. Byiers,
Member.

(Sgd.) A. S. Dewar,
Member.

Report of Board in Dispute between

Canadian National Hotels Limited (Bessborough Hotel)

and

Canadian Brotherhood of Railway, Transport and General Workers

The Board of Conciliation, composed of C. L. B. Estey, Q.C., Chairman; A. S. Dewar, Q.C., nominee of Canadian National Hotels Limited and Raymond Sedgwick, nominee of Canadian Brotherhood of Railway, Transport and General Workers, sat at the Bessborough Hotel in Saskatoon, on February 3, 1965, pursuant to the order of the Hon. Allan J. MacEachen, Minister of Labour. The Board was appointed to endeavour to bring about agreement between Canadian National Hotels Limited and Canadian Brotherhood of Railway, Transport and General Workers representing the employees of the Bessborough Hotel in Saskatoon.

J. R. Grealy acted as spokesman at the hearing for Canadian Brotherhood of Railway, Transport and General Workers, representing the hotel employees, N. A. McLean acted as spokesman for Canadian National Hotels Limited.

The collective bargaining agreement between the parties expired on July 31, 1964, and the parties were unable to reach a new agreement. The requests of the union as placed before the board were as follows:

1. A 10 cent increase for all employees.
2. Amend Article 12.1 by adding Remembrance Day and Boxing Day.
3. Delete articles 13.1 and 13.2 and rewrite article 13.1 as follows: "An employee who, at the beginning of the calendar year, has not reached the first anniversary date of his employment with the company, will be allowed during such a year and in subsequent year's, one day's vacation with pay for each 25 days of actual work during the preceding year with a maximum of two weeks, which shall include the regularly assigned days off duty, until qualifying for further vacation under article 13.2."

Article 13.3 amend to read "10 years" in place of "15 years", reword accordingly.

Article 13.4 amend to read "20 years" in place of "25 years", reword accordingly.

4. One day's sick leave with pay per month, accumulative.
5. Compensation given to all employees working split-shifts.
6. Term of contract—two years.

Mr. Grealy stressed that many of the union requests were contained in Bill C-126, (The Canada Labour Standards Code) which bill has not as yet been passed by the Parliament of Canada. Insofar as the increase in wages is concerned, it was pointed out to the Board that in the opinion of the union a 3.2 per cent annual increase in hourly wages is in keeping with the national average and that a 3.2 per cent annual increased applied to a cross-section of Bessborough employees would result in a 5 cent hourly increase for a one year period.

Mr. MacLean, in his presentation, dealt at length with the deficits of the Bessborough in each of the past nine years and with the fact that, in the opinion of Canadian National Hotels Limited, the wages paid at the Bessborough are comparable to wages paid "other hotel employees in the community and any increase in wages would result in disproportionately high payrolls at the Bessborough". He also dealt with the fact that the Bessborough employees are presently working a 40-hour week, while the majority of hotels in Saskatoon have been working a 44-hour week.

There appears to be no doubt that for the years 1955 to 1963, inclusive, the Bessborough Hotel experienced five years in which the revenues did not equal the expenses of operation. The union representative did not seriously dispute the fact that the Bessborough

During March, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Canadian National Hotels Limited (Bessborough Hotel, Saskatoon, Sask.) and Canadian Brotherhood of Railway, Transport and General Workers.

The Board was under the chairmanship of C. L. B. Estey, Q.C., of Saskatoon. He was appointed by the Minister in the absence of a joint recommendation from the other two members, A. S. Dewar, Q.C., of Winnipeg and Raymond Sedgwick of Saskatoon, nominees of the company and union, respectively.

The report of the chairman and Mr. Sedgwick, constitutes the report of the Board. The minority report was made by Mr. Dewar.

The texts of the majority and minority reports are reproduced here.

did operate at a loss during the said years, but took the position that such losses were due to the fact that management had not kept the hotel abreast with changes in the hotel industry.

Insofar as wages are concerned, an employee of the Bessborough should not be denied an increase in wages to take care of additional living expenses due to the fact that the Bessborough had operated at a loss. The chairman and nominee of the union, therefore, report that an increase of six cents per hour to each employee covered by the collective bargaining agreement be granted, effective 1 August, 1964, on a basis of a collective bargaining agreement being entered into between the parties for the period of two years.

Insofar as requests two to five inclusive of the union are concerned, the chairman and nominee of the union take the position that these requests not be granted at the present time. Both union and management at the hearing expressed the hope that the extensive renovations taking place at the Bessborough would increase revenues and benefit both management and the employee.

At the conclusion of the hearing the chairman, with the agreement of the other members of the Board, spoke to the representatives of the union and the representatives of management with the hope of bringing about a reconciliation of views, but such was not possible.

Dated at the City of Saskatoon, in the Province of Saskatchewan this 26th day of February, 1965.

(Sgd.) *C. L. B. Estey*,
Chairman.

(Sgd.) *R. E. Sedgwick*,
Member.

COMPANY NOMINEE'S REPORT

The majority report deals with the circumstances of the conciliation and sets out the demands of the Brotherhood. I do not agree with the recommendation for a wage increase contained in that report.

It appears clear that the Bessborough Hotel is an uneconomic operation and that, even without allowances for return on capital, interest on borrowed capital and depreciation, is operating in a substantial loss position. The company, however, does not rely upon this, and I think properly so, as a reason for

not granting an increase in wages. A comparison of wage rates in the hotel industry in Saskatchewan shows that the employees in this bargaining unit are already receiving rates of wages above the average. The depressed financial position of the hotel operation is certainly not reflected in depressed wage scales. The Brotherhood demand re wages is for a 10-cent per hour increase spread over a period of two years. It sought to support this demand by drawing attention to the increase in the index of average wage rates in Canada from 1958 to 1962, projecting a similar increase for the period 1963 to 1965, applying same to the wages rates at the Bessborough Hotel, and then modifying the result to 10 cents per hour over the latter period. In my view this does not justify the demand and it is pure guess work to attempt to determine appropriate wage rates on such a nebulous basis. Assuming, as I do, that the wage rates provided for in the collective agreement that expired on July 31, 1964, were satisfactory because the parties agreed upon them, then in the circumstances where these wage rates are already in excess of rates being paid in the industry and in the area, the proper approach would seem to be to gauge any factor that has come into play since July 31, 1964, or will come into play during the term of any new agreement, and reduce the real value of these wages. There is no profit in the operation and, therefore, nothing to be divided or apportioned to the employees on that basis. The factors to be considered, then, are those of an inflationary nature that during the period of the new collective agreement will have the effect of reducing the value of present wages and prejudicing the income position of the employees in the bargaining unit.

In its presentation, the Brotherhood paid no attention to matters of this nature, but it is impossible to make any recommendation without a consideration of them. In doing so, it is my view that a wage increase of three cents per hour for all classifications on a two year agreement, retroactive to August 1, 1964, and a further two cents per hour effective August 1, 1965, will accomplish the result.

As to the other demands, all in the nature of fringe benefits, these cannot be justified and I agree with the recommendation of the other members of the Board on them.

(Sgd.) *A. S. Dewar*,
Member.

Report of Board in Dispute between

H. W. Bacon Limited

and

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

The Board of Conciliation consisting of D. Churchill-Smith, company nominee; Paul Siren, union nominee and W. H. Dickie, chairman, met with the parties on January 6 and February 2, 1965.

Appearing for the company were: S. E. Dinsdale, Q.C., counsel; John A. Tory, representing Howard Bacon; Ray Lienhardt, office manager; Robert McDowell, postal supervisor.

Appearing for the union were: Jack Robinson, president; Ed. Clarke, Karl Kostoff, W. Knight, H. Bodkin, Ed. Ryan, Andy Bell, Archie Gibson, F. Green and A. Hawkshaw, committee members.

Statement of matters referred to Board:

1. Pension and welfare.
2. Wages.
3. Additional plus rates tractor trailer driver.
4. Duration of agreement.
5. Hospitalization and welfare.
6. Vacation plan.
7. Five day week.
8. Improved vacations.
9. Probationary period.

This dispute arises out of the fact that the parties were unable to reach settlement on the renewal of their collective agreement which expired June 1, 1964. Involved in these proceedings are 279 employees of the company's mail division.

The Board reviewed with the parties collectively and separately each of the issues in dispute. While settlement was not reached at this meeting there was sufficient evidence that upon further consideration the monetary matters could be resolved, leaving certain non-monetary matters to be further negotiated.

Concurrent with this dispute the members of this Board form a Provincial Board of Conciliation dealing with a dispute involving the cartage employees of this company.

We are pleased to report that a memorandum of settlement has been reached on monetary matters and ratified by the union membership. This has been implemented by the company. The details are as follows:

This memorandum of settlement is entered into to confirm the agreement reached between H. W. Bacon Limited (the "Company") and Warehousemen and Miscellaneous Drivers' Union Local 419, affiliated with The International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America ("Union") in respect of all monetary issues to be covered by the collective agreements to be entered into between the company and the union in respect of the employees in both the cartage division and the mail division of the company, such agreements to cover the period from June 1, 1964, to December 31, 1965.

All monetary issues will be dealt with as set forth in the existing collective agreements dated June 1, 1961, except as follows:

(1) Effective December 1, 1964, the company will make the following improvements in fringe benefits:

- (a) Boxing day will be added to the statutory holidays to be observed by the company.
 - (b) Employees with continuous service of 12 years or over will be entitled to three weeks vacation with pay each year.
 - (c) The company will contribute to the welfare fund the sum of \$14 each month for each employee covered by the agreements.
 - (d) The company will pay the full cost of the Ontario Hospitalization Plan.
 - (e) The company will provide at no cost to the employee one three-quarter length jacket once every two years.
- (2) Effective May 1, 1965, all wage rates set out in the existing collective agreements will be increased five cents per hour except

(Continued on page 454)

During March, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between H. W. Bacon Limited, Toronto, and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

The Board was under the Chairmanship of W. H. Dickie of Toronto. He was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, David Churchill-Smith and Paul Siren, both of Toronto, nominees of the company and union, respectively.

The text of the report is reproduced here.

Legal Decisions Affecting Labour

Injunction restraining illegal strike is upheld by Manitoba Court of Queen's Bench. Consent to prosecute for breach of Labour Act quashed by Alberta Supreme Court. Trucking firm that provides some interprovincial services declared within federal jurisdiction in labour matters by Ontario High Court

In Manitoba, the Court of Queen's Bench ordered the continuation, until trial, of an injunction restraining an illegal strike declared by the Operative Plasterers' and Cement Masons' International Association against the Plastering Contractors Section of the Winnipeg Builders Exchange. The Court made the decision on the ground that the stoppage of work was causing, in a practical sense, irreparable injury to the employers; the power of the Court to prevent such injury should not be impaired by the fact that compliance with the injunction would require employees to return to work.

The Court held that, as the work stoppage was brought about by the union and its officers without legal justification as the result of the union's control over its members, the same control by the union would cause those members to return to work.

In Alberta, the Supreme Court quashed a consent to prosecute given by the Minister of Labour pursuant to the Alberta Labour Act. The Court held that when the Minister acts entirely on his own in granting or refusing a consent, his decision is an administrative act and could not be challenged in courts. When, however, the Minister directed the Board of Industrial Relations to conduct an inquiry and make recommendations, his decision was subject to judicial review on *certiorari* and had to be quashed on the ground that, in conducting the inquiry, the Board did not observe the rules of natural justice.

In Ontario, the High Court ruled that an Ontario trucking company engaged also to some extent in interprovincial and international trucking business and holding for this purpose licences from the province of Quebec and from the U.S.A. came under the federal I.R.D.I. Act in its employer-employee relations. The Court reached this conclusion on the ground that the company's extraprovincial services have been provided consistently whenever the company's customers applied for such services, and the fact that many of the company's extraprovincial trips were not made at fixed times in accordance

with a predetermined schedule did not compel the conclusion that the company's activity in that regard was not "continuous and regular".

Manitoba Court of Queen's Bench . . .

. . . upholds injunction restraining unlawful work stoppage as damage was irreparable

On August 5, 1964, Mr. Justice Bastin of the Manitoba Court of Queen's Bench ordered that an injunction restraining an unlawful work stoppage granted in an *ex parte* application by the Winnipeg Builders Exchange against the Operative Plasterers' and Cement Masons' International Association, Local 334, Winnipeg, be continued until the trial of the action. The Court made this decision on the ground that the work stoppage resulted in irreparable damage, and that the principle that performance of personal services will not be ordered by the court should not apply in the circumstances of the case at bar.

On July 21, 1964, negotiations for a new collective agreement were being conducted by a conciliation officer of the Manitoba Department of Labour, between the plastering contractors section of the Winnipeg Builders Exchange, representing plastering contractors, and the Operative Plasterers Local 334 on behalf of the plasterer employees. On that date all of the journeymen plasterers and foremen employed by five plastering companies ceased work.

On the same day the international vice-president of the union sent the employers a telegram worded as follows:

Agreement for 1964-65 awaits your signature at 919 Notre Dame to-night plasterers can and will return to work when this agreement is signed office will be open until eleven o'clock.

The employers made an *ex parte* application to the Court for an injunction. It was granted by Mr. Justice Smith on July 23, 1964. This injunction read in part as follows:

1. It is ordered that the defendants and each of them, their officers, servants or agents be and they are hereby strictly enjoined and restrained

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

until a motion to continue this injunction may be heard and determined by the presiding Judge in Court on Thursday, the 30th day of July, 1964 . . . from ordering, authorizing, aiding, abetting or participating in a continuance by members of the Operative Plasterers and Cement Masons Association, Local Union No. 334 Winnipeg employed by members of the Plastering Contractors Section of the Winnipeg Builders Exchange of work stoppages that commenced July 21, 1964.

2. It is Further Ordered that the defendants and each of them be and they are hereby strictly enjoined to forthwith direct the members of the said union who participated in the said work stoppages on any project on which members of the said Section were engaged to return to their respective places of employment forthwith.

The employers then made application to continue until trial the injunction granted *ex parte* by Mr. Justice Smith.

For the employers, it was contended before Mr. Justice Bastin that, since collective bargaining was in progress on July 21, it was unlawful for the union to authorize or the union members to engage in a strike. The union did not contest allegations of facts but claimed that such facts did not justify the granting of an injunction and that such remedy was not appropriate in this case.

Evidence, which was not questioned by the union, was given supporting the inference that the union, its officers and certain employees, to induce the companies to accept the terms of employment demanded by the union, conspired to bring pressure to bear on the companies by means of a strike, which was illegal under the provision of the Manitoba Labour Relations Act. The facts presented by the employers indicated that the action of the union was wrong and the strike would cause serious injury to the employers if continued.

Mr. Justice Bastin found it necessary to decide whether the balance of convenience supported the interference by the court by injunction until the trial of the action, and whether the continuance of the injunction was consistent with certain legal principles applicable to the circumstances of the case, namely: (1) the principle that the injury must be irreparable to justify an injunction, and (2) the principle that performance of personal service will not be ordered by the Court.

With respect to the first principle, Mr. Justice Bastin believed that in many cases where injunctions had been granted in labour disputes, damages, if collected, would in theory have been adequate compensation but the Court, in those cases, considered from a practical point of view that the injury would be irreparable. He found that, in the case at bar, the work stoppage closed down the operations of the employers and had resulted in indefinite delay in the performance of their contracts and in serious disruption of

their business relationships. He held that the injuries were, in a practical sense, irreparable. He applied the principle that if a defendant relies on the argument that the payment of damages would be an adequate compensation, the onus is on him to prove this. The union, in the case at bar, being the defendant, had made no attempt to discharge this onus.

With respect to the second principle, Mr. Justice Bastin found that the principle that performance of personal services will not be ordered by the court was not of universal application and that it rests on the consideration that the remedy of damages for breach of contract is more expedient than that of an injunction. In his view, the work stoppage in the case at bar was part of a concerted plan authorized and brought about by the union without legal justification. He did not consider that the power of the Court to prevent irreparable injury should be impaired by the fact that compliance with the injunction would require employees to return to their former employment.

Mr. Justice Bastin then considered the problem of whether an injunction against an illegal strike could be enforced. The difficulty would arise in getting the employees to return to work and courts are reluctant to make an ineffectual order. Proof of disobedience is not difficult in cases of unlawful picketing, intimidation and other wrongful acts of an overt nature and in such cases injunctions have provided a satisfactory remedy.

In the case at bar, the union and its officers were concerned with the negotiations of a new collective agreement and did not deny the allegations made by the employers in this action. Because of this, Mr. Justice Bastin concluded that the union and its officers were parties to the work stoppage, that their control of the union members had resulted in the members' leaving work and that the same control would cause the members to return to work.

For these reasons, he thought the union and its officers would not disobey the injunction and that he should not hesitate to continue the injunction merely because the employers might be confronted with difficulty in proving disobedience of it.

Mr. Justice Bastin ordered the injunction continued until trial but altered its terms so that it would relate more directly to the nature of the wrongful acts complained of.

In concluding his judgment Mr. Justice Bastin said:

The Labour Relations Act was passed to facilitate conciliation in labour disputes. By establishing an orderly method of negotiating disputes, which must be followed before a strike or lockout becomes legally permissible, the Act aims to reduce the occurrence of strikes and

lockouts. It is common knowledge that the costs of labour disputes to employers are usually passed along to the public in higher prices, but the sacrifices of striking tradesmen are borne directly by themselves and their families and are often large in relation to any benefit received, even in a successful strike, by an individual workman. For that reason The Labour Relations Act is of great importance to labour and it is in the interest of labour that this code of conciliatory procedure should be observed in good faith and in accordance with the intention of the Act. I would hope that the defendants will obey this injunction by ending the unlawful work stoppage.

Winnipeg Builders Exchange et al v. Operative Plasterers' and Cement Masons' International Association et al (1964), 49 W.W.R., Part 8, p. 500.

Alberta Supreme Court . . .

. . . quashes Minister's consent to prosecute company for a violation of the Labour Act

On July 28, 1964, Mr. Justice Milvain of the Alberta Supreme Court quashed a consent given by the Alberta Minister of Labour to prosecute General Supplies Co. Ltd. and its president for wrongful dismissal of an employee. The Court held that, although the Minister is entitled to act on his own in deciding whether to give consent to a prosecution for violation of certain provisions of the Alberta Labour Act and no court could inquire into his action if he did proceed on his own, yet when he directs the Board of Industrial Relations to conduct an inquiry to guide him in making his decision and the interested parties are invited to appear and make representations, the rules of natural justice must be observed in the conduct of the inquiry.

In January of 1964, Harry Otjes, employed as a mechanic by General Supplies Co. Ltd., Calgary, was dismissed from employment. In February his solicitor, who was also solicitor for the relevant trade union, applied to the Minister of Labour for permission to prosecute the company and its president, alleging a violation of the Alberta Labour Act in that it was believed the dismissal was a result of the employee's trade union activities. He relied on Section 80(1)(c) of the Act, which provides for a fine of not more than five hundred dollars on summary conviction for such wrongful dismissal.

The Minister, before granting his permission to prosecute, requested the Labour Relations Board to hold a meeting of all parties concerned in order to obtain all possible information and to make recommendation as to whether the consent to prosecute should be granted. The meeting was held in Calgary on March 4, 1964.

The employee's solicitor gave a summary of the background proceedings to the Board and produced statutory declarations from

four different persons on behalf of his client. The contents of the declarations were made known to all parties present but the Board refused to allow counsel for the company to see the documents or to divulge the names of the persons who had made the declarations. As a result of this refusal, and since there was no possibility of cross-examining the deponents, the company's solicitor requested the Board to disregard such evidence.

The Chairman of the Board, in refusing disclosure, stated that the deponents were protected by Section 120(2) of the Alberta Labour Act, which reads:

S. 120(2). Where the complainant requests that his name and identity be withheld, the name and identity of the complainant shall not be disclosed to any person by the Board except where disclosure is necessary for the purposes of any prosecution under this Act or is considered by the Board to be in the public interest.

The Board recommended to the Minister that he consent to the prosecution of the company and its president for breach of Section 80(1)(c) of the Act.

The Minister gave his consent on April 13, 1964, as required by Section 125 of the Act. Thereupon the company made application by way of *certiorari* to quash the Minister's consent.

Dealing with the application, Mr. Justice Milvain held that none of the four deponents who made statutory declarations could be described as "complainants" within Section 120(2) of the Act. Moreover, he found that the material contained in the declarations was a strange combination of hearsay and personal opinion, which should have been tested by cross-examination.

Counsel for the employee and for the union opposed the application on the ground that the Minister has an absolute discretion under Section 125 of the Act and, in granting or refusing the consent, he performs an administrative act with no judicial or quasi-judicial attributes.

Mr. Justice Milvain agreed that the Minister's powers under the section were within the administrative field. If the Minister has acted on his own, no court could inquire into his action. In the case at bar, however, the Minister did not see fit to act alone and without a hearing. He could have required a hearing before himself personally. But instead, the Minister asked the Industrial Relations Board to conduct the inquiry.

The legal problem that confronted the court in this case was whether an authority with power to do an administrative act without fear of judicial intervention changes the situation by conducting an inquiry to which the interested parties are asked to appear and make representations. On this point, Mr. Justice Milvain agreed with and quoted

Donovan, J., in *Reg. v. Metropolitan Police Commissioner*, (1953) 1 WLR 1150, at p. 1157:

That argument has some force, and if the commissioner had set up an inquiry, as Parker, J. has just said, charging it to hear evidence and report its finding to him so that he might decide whether to revoke the licence or not, then, in my view, such a committee would be acting judicially, and would have to observe the rules of natural justice.

Mr. Justice Milvain said the administration of justice would be exposed to suspicion and contempt if the courts allowed justice to be defiled through a feigned hearing where evidence was received from secret witnesses resulting in denial of the right to cross-examine. The giving of legal recognition to such a procedure would involve condonation of a failure to observe the rules of natural justice.

In Mr. Justice Milvain's view, once the Minister, in his personal capacity or through the medium of others, such as the Board, embarked upon an inquiry to which interested parties were invited to attend, then such inquiry should have been conducted upon decent lines that give recognition to the principles of natural justice. The only way in which the tenets of natural justice could be preserved would be to quash the consent of the Minister, founded as it was upon the improper action of the Board.

Mr. Justice Milvain ordered that the consent of the minister to prosecute be set aside and he further ordered that no magistrate should proceed with any prosecution launched as a result of the consent. *Re Labour Act; Re Otjes and General Supplies Limited*, (1964) 49 W.W.R., Part 8, p. 488.

Ontario High Court . . .

. . . rules federal I.R.D.I. Act covers firm that provides some interprovincial service

On August 14, 1964, Mr. Justice Haines of the Ontario High Court dismissed an application for prohibition in respect of a charge under the federal Industrial Relations and Disputes Investigation Act. He ruled that an Ontario company engaged in the business of trucking as a carrier of liquid oil and chemical products, and holding licenses from Ontario, Quebec and the United States, in all of which it carried on its operations, was subject to the I.R.D.I. Act in its relations with its employees, since it constituted an undertaking connecting Ontario with another province and extending beyond the limits of the province.

The Court held that it was immaterial that the company's extraprovincial business was casual and unscheduled when it was clear that it provided extraprovincial service consistently whenever its customers applied for it.

Liquid Cargo Lines Ltd. was charged with a violation of S. 4(3)(a) (unfair labour practices) of the federal Industrial Relations and Disputes Investigation Act. The Act, under Section 53, applies to employers and employees engaged in, among other things, "railways, canals, telegraphs and other works and undertakings connecting a province with any other or others of the provinces, or extending beyond the limits of a province."

The language of that section is derived from S. 92 of the B.N.A. Act, by which the provincial Legislature is given exclusive jurisdiction to make laws in relation to matters coming within various classes of subject. As appears from head 10 of S. 92, one of those classes of subjects is:

10. Local works and undertakings other than such as are of the following classes:

- (a) Lines of Steam or other Ships, Railways, Canals, Telegraphs, and other Works and Undertakings connecting the Province with any other or others of the Provinces, or extending beyond the Limits of the Province.

Legislation in respect of this subject matter is by S. 91(29) of the B.N.A. Act exclusively within the jurisdiction of the federal Parliament.

The company, in applying for prohibition to prevent the hearing of a charge laid under the federal I.R.D.I. Act, took the position that its operations constitute a local undertaking and are outside the exception in S. 92 (10)(a) of the B.N.A. Act.

In dealing with the application, Mr. Justice Haines described the nature of the company's operations.

Liquid Cargo Lines Ltd. is a private company incorporated in Ontario, with its principal place of business at Clarkson. It is engaged in the business of trucking as a carrier of various liquid oil and chemical products, which it carries both within the province of Ontario and also between the province of Ontario and various points in the province of Quebec and the states of Ohio, New York and Michigan in the United States of America. The company owns and operates 55 tractor units and 56 trailer units and runs a terminal in the county of Peel in the province of Ontario. It employs 50 persons as drivers, garage staff, and office staff, all of whom reside in the province of Ontario.

In order to carry on these operations, the company holds licenses from the provinces of Ontario and Quebec and from the Government of the United States of America. Between January 1, 1963 and June 30, 1964, only 1.6 per cent of the company's loads were hauled to or from points outside of Ontario, representing only 10 per cent of the company's total mileage.

The issue before the Court was whether, on the facts stated, the company falls within the class of "Lines of Steam or other Ships, Railways, Canals, Telegraphs, and other Works and Undertakings connecting the Province with any other or others of the Provinces, or extending beyond the Limits of the Province" within the meaning of S. 92(10)(a) of the B.N.A. Act. It was conceded that, if the company does come within this section, its undertaking falls under federal jurisdiction by virtue of S. 91(29) of the B.N.A. Act, and that its labour relations are regulated by the federal labour relations statute. If, on the other hand, the undertaking of the company is not within the exception in S. 92(10)(a), it does not come under the jurisdiction of the Industrial Relations and Disputes Investigation Act, and the order of prohibition should be issued.

Mr. Justice Haines noted that the facts in the case at bar were very similar to the facts involved in the case of *Re Tank Truck Transport Ltd.* decided by Mr. Justice McLennan (L.G. 1961, p. 159), which was affirmed by the Ontario Court of Appeal (L.G. 1963, p. 611). In that case, it was held that the undertaking of a trucking company whose operations were conducted primarily within the province of Ontario, but 6 per cent of whose business consisted of the carriage of goods outside Ontario, fell within S. 92(10)(a) of the B.N.A. Act and was therefore under federal jurisdiction and the company could not be charged with an offence under the Ontario Labour Relations Act.

In the case at bar, counsel for the company relied primarily on a passage from the reasons for judgment of Mr. Justice McLennan in the *Tank Truck Transport* case, in which he said, in *obiter*:

I agree with counsel for the respondent that not every undertaking capable of connecting Provinces or capable of extending beyond the limits of a Province does so in fact. The words "connecting" and "extending" in s. 92(10)(a) must be given some significance. For example, a trucking company or a taxicab company taking goods or passengers occasionally and at irregular intervals from one Province to another could hardly be said to be an undertaking falling within s. 92(10)(a). As appears from the *Winner* case [(1954) 4 D.L.R. 657, (1954) A.C. 541, 71 C.R.T.C. 225] and the *Underwater Gas Developers* case [21 D.L.R. (2d) 345, (1960) O.W.N. 53] "undertaking" involves activity and I think that to connect or extend, that activity must be continuous and regular, but if the facts show that a particular undertaking is continuous and regular, as the undertaking is in this case, then it does in fact connect or extend and falls within the exception in s. 92(10)(a) regardless of whether it is of greater or less in extent than that which is carried on within the Province.

In the case at bar, counsel for the company argued that the extraprovincial aspect of the company's undertaking was not "continuous

and regular," but rather consisted of trips made at the request of its customers in Ontario to and from points outside of Ontario on a casual, unscheduled basis.

On the other hand, counsel for the respondent relied on the statement made by the company's general manager that the company undertook to be available for the transportation of liquid cargo from Quebec and American locations as and when its customers required it to do so.

In the opinion of Mr. Justice Haines, the gist of the evidence was that the company holds itself ready to make and does make trips to and from various points outside of the province of Ontario whenever its customers require that such trips be made. He agreed that much of the company's extraprovincial business has been on a "casual and unscheduled basis." On this ground, the company claimed that this business was not "continuous and regular" within the meaning of that dictum of Mr. Justice McLennan, quoted above, and that the company's undertaking therefore does not fall within S. 92(10)(a) of the B.N.A. Act; and that, since the company's labour relations are therefore governed by the provincial statute, the company cannot be made to answer a charge laid under the federal Industrial Relations and Disputes Investigation Act.

In the opinion of Mr. Justice Haines, the fact that many of the company's extraprovincial trips are not made at fixed times in accordance with a predetermined schedule does not compel the conclusion that its activity in that regard is not continuous and regular. Viewed from the company's point of view, it is clear that its customers are provided with extraprovincial service consistently and without interruption whenever they apply to the company for such service. The company stands ready at any time to engage in hauls outside the boundaries of the province of Ontario at the instance of any of its customers, and for that purpose has gone to the pains and expense of acquiring transport permits and licences from a number of jurisdictions. Further, Mr. Justice Haines added, the evidence was clear that the company has made such trips frequently during the period for which figures have been provided.

The company placed some reliance on the fact that it has no terminals outside of the province of Ontario, whereas the company in the *Tank Transport* case did have a terminal in the province of Quebec. Mr. Justice Haines noted that Mr. Justice McLennan in that case felt that evidence with respect to terminals outside Ontario was not significant. Mr. Justice Haines was of the same opinion

on the facts of the case at bar, particularly since considering the nature of the products hauled by the company, it appeared to have little need of terminals other than at its base of operations in Clarkson. Further, Mr. Justice Haines held that the company's operations as a whole constitute an undertaking connecting Ontario with any other or others of the provinces, or extending beyond the limits of the province of Ontario; the mere absence of a terminal outside Ontario does not render it a local undertaking.

Mr. Justice Haines ruled that the case at bar fell squarely within the principles enunciated by Mr. Justice McLennan in the *Tank Transport* case, as affirmed by the Court of Appeal. Therefore, the relations between the company and its employees are governed by the appropriate federal labour relations statute. The application for an order of prohibition was dismissed. *Regina v. Cooksville Magistrate's Court, Ex parte Liquid Cargo Lines Ltd.*, (1965) 46 D.L.R. (2nd), Part 10, p. 700.

Recent Regulations under Provincial Legislation

Newfoundland designates millwright, heavy duty repair, and electrical construction trades as apprenticeable trades; and issues apprenticeship rules for them and for sheet metal trade

In Newfoundland, the millwright, heavy duty repair, and electrical construction trades were designated as apprenticeable trades; and apprenticeship regulations for the millwright, sheet metal, electrical construction, and heavy duty repair trades were issued.

British Columbia Male Minimum Wage Act British Columbia Hours of Work Act

In British Columbia, prospectors were exempted from the Hours of Work Act and from the Male Minimum Wage Act by B.C. Reg. 29/65 and B.C. Reg. 35/65, gazetted on March 4.

Newfoundland Apprenticeship Act

In Newfoundland, the Provincial Apprenticeship Board has designated three new trades and has issued apprenticeship regulations for the millwright, sheet metal, electrical construction, and heavy duty repair trades. It has also approved a training plan for apprentices in the Bowater Power Company. The new regulations were published on February 23, March 9 and March 23.

Designated Trades

The millwright and heavy duty repair trades were designated as apprenticeable trades in the list published on February 23. In another list gazetted on March 23, the electrical construction trade was designated, replacing the trade of general electrician, which was designated in December 1962.

Trade Rules

The apprenticeship regulations for the millwright, sheet metal, electrical construction, and heavy duty repair trades set a minimum age of 16 years for apprentices.

The minimum educational standard is Grade X or its equivalent in the millwright, electrical construction, and heavy duty repair trades. In the millwright and heavy duty repair trades, however, persons with lower educational qualifications may be accepted if they were employed in these trades when the regulations were approved. In the sheet metal trade, the minimum educational standard is Grade IX or its equivalent, but preference will be given to applicants who have spent at least six months studying the sheet metal trade in a vocational training school.

In the four trades, the term of apprenticeship is four years or 8,000 hours actually occupied in the trade, whichever is greater, including the probationary period and the required hours of related technical instruction.

Apprentices in all four trades must attend classes in technical and related instruction. An apprentice millwright must spend eight weeks in class the first year and six weeks in each succeeding year of his term of apprenticeship. An apprentice in the sheet metal trade must attend classes for eight weeks during the first year, six weeks the second, and five weeks the third and fourth years. In the heavy duty repair trade, the requirement is eight weeks in the first year of apprenticeship, six weeks in the second and third years, and five weeks in the final year. An apprentice in the electrical construction trade must attend classes for six weeks during the first and second years, for seven weeks in the third, and five weeks in the fourth year. In all cases, an apprentice who has been indentured after a pre-employment course will not be required to attend full-time classes during the first year of the apprenticeship term.

Apprentices must be paid a progressively increased schedule of wages, which may not be less than the prescribed percentage of the prevailing journeymans' rate in the place of employment. Unless an apprentice fails to make satisfactory progress, his wages rate must be increased in every period (defined as six months or 1,000 hours actually employed in the trade, whichever is greater). In no case, however, may an apprentice receive less than the rate set in the 1963 minimum wage order, or in any succeeding order.

In the millwright trade, an apprentice must be paid at least 40 per cent of the prevailing journeyman's wage during the first period, 45 per cent in the second, 50 per cent in the third and 55 per cent in the fourth period. During the fifth period, the rate is 60 per cent, increasing by 10 per cent on the successful completion of each period to 90 per cent during the eighth period.

In the sheet metal trade, an apprentice must receive not less than 33½ per cent of the journeyman's wage during the first four months, and not less than 35 per cent during the last two months of the first period. The rate must be increased to 40 per cent in the second period, to 45 per cent in the third, and to 55 per cent in the fourth period. In the four remaining periods the percentages are 60, 65, 75 and 85, respectively.

An apprentice in the electrical construction trade must be paid at least 30 per cent of the prevailing journeyman's wage during the first two periods of his apprenticeship, 40 per cent during the third and fourth periods, 55 per cent during the fifth and sixth periods and 70 per cent during the last two periods.

In the heavy duty repair trade, the rate is 55 per cent during the first period, 60 per cent during the second, and 64 per cent during the third period. The minimum is 70 per cent of the journeyman's rate during the fourth period, increasing by 5 per cent during each remaining period to 90 per cent in the eighth period.

The ratio of apprentices to journeymen is one to one in the millwright, electrical construction, and heavy duty repair trades, and one to four in the sheet metal trade. The regulations for the sheet metal and electrical construction trades further provide that every approved shop may employ one apprentice.

The general rule with respect to hours is that apprentices are to work the same hours as journeymen, provided their hours do not exceed the prescribed limits, except for normal overtime or in emergencies as provided for in a collective agreement. An apprentice in the sheet metal trade may not be required to work more than nine hours a day or five days a week. In the heavy duty repair trade, an apprentice may not work more than 10

hours a day or six days a week. In the millwright and electrical construction trades, the standard is an eight-hour day and a five-day week.

Training Plan for Bowater Power Company

The training plan for the Bowater Power Company covers apprentices in the following trades that are involved in the maintenance of the company's power system and equipment: machinist, electrician, linesman, and operator. The details of the plan were published on March 9.

Nova Scotia Apprenticeship and Tradesmen's Qualifications Act

The electrical construction trade was brought under the Nova Scotia Apprenticeship and Tradesmen's Qualifications Act effective March 1, 1965, by a declaration of the Minister of Labour published on February 3.

Nova Scotia Minimum Wage Act

The section of the Nova Scotia general minimum wage order (L.G., April, p. 348) exempting until further notice employees represented by a certified union or covered by a collective agreement, or employees on whose behalf negotiations were being carried on, was amended by an order gazetted on March 3.

The section now states that employees covered by a collective agreement in effect on February 20, when the general order went into force, are exempt from the order until December 31, 1965.

It further provides that, except for the minimum wage provisions, the general minimum order will not apply until December 31, 1965 to employees on whose behalf negotiations are carried on during 1965 with a view to the renewal or revision of an agreement, or to employees covered by an agreement resulting from such negotiations.

Saskatchewan Employee Pension Plans Registration and Disclosure Act, 1961

An order under the Saskatchewan Employee Pension Plans Registration and Disclosure Act (Sask. Reg. 33/65, gazetted March 12) exempted all classes of employee pension plans from Sections 4 and 5 of the Act for the period January 1, 1965 to January 1, 1967. This means that, during this two-year period, trustees of an employee pension plan will not be obliged to furnish the parties concerned with a description of the plan, or to submit an annual report.

(Continued on page 454)

Monthly Report of Placement Operations of the National Employment Service

Total of placements in March was largest for that month since 1945, was 20.7 per cent higher than March 1964 total, and was 31 per cent above average of the five previous March totals

During March, local offices of the National Employment Service reported 90,200 placements. This is the highest total for the month of March since 1945, and is 31.0 per cent above the average for the month during the previous five years.

Regional distribution of the month's placements, with percentage change from March 1964, was as follows:

Atlantic	6,400	+33.4
Quebec	25,200	+ 7.9
Ontario	33,300	+24.4
Prairie	14,800	+18.4
Pacific	10,500	+43.2
Canada	90,200	+20.7

Regular placements (those where the employment is expected to last more than six working days and which do not involve the movement of workers from one area to another) totalled 65,500, or 72.7 per cent of all placements. This was an increase of 18.4 per cent over the number of such placements in March 1964; additional placements were effected in most industrial groups this year.

Cumulative placement totals for the first three months of 1965 amounted to 239,600, an increase of 11.5 per cent over the total for the first quarter of 1964. Regional distribution of the cumulative totals, with percentage change from 1964, was:

Atlantic	16,400	+ 7.3
Quebec	72,500	+ 5.2
Ontario	84,100	+12.7
Prairie	40,000	+11.3
Pacific	26,600	+32.2
Canada	239,600	+11.5

Male placements during March totalled 62,500, an increase of 24.6 per cent over the number during the same month last year. All five regions reported increases, and in four the rises were substantial. In Quebec, however, placements in projects under the Municipal Winter Works Incentive Program were below the very high levels established last year and this tended to offset the gains recorded in other industrial groups. Nevertheless, male placements in Quebec exceeded the number in the comparable month last year by more than 6 per cent.

The cumulative total of male placements for the first three months of 1965 totalled

165,700, an increase of 15.4 per cent over the total for the same period in 1964.

Female placements for March, at 27,700, recorded an increase of 12.6 per cent over the total for March 1964. All regions contributed to the increase.

The cumulative total of women's placements during the first quarter of 1965 amounted to 73,900, an increase of 3.6 per cent over the total for the same period in 1964.

The distribution of male and female placements in March was:

	Male		Female
Atlantic	4,700 +45.7	1,700	+ 8.8
Quebec	17,700 + 6.4	7,500	+11.6
Ontario	23,200 +31.5	10,100	+10.7
Prairie	9,700 +22.9	5,100	+10.5
Pacific	7,300 +51.2	3,300	+28.3
Canada	62,500* +24.6	27,700	+12.6

Some 3,200 placements in March involved the movement of workers from one area to another. This was 450 more than in March 1964 but as a proportion of all placements was slightly below last year's figure. The increase was entirely due to a greater number of transfers among male workers, especially in the Atlantic, Prairie and Pacific Regions. Transfers out, by region, were as follows:

Atlantic	300
Quebec	1,000
Ontario	1,200
Prairie	400
Pacific	400
Canada	3,200*

Employers notified NES local offices of 123,600 vacancies during March 1965, an increase of 21.9 per cent over the number in March 1964, and 38.0 per cent above the average for the month during the previous five years. All regions reported an increase over the March 1964 number.

Vacancies for men amounted to 81,600, an increase of 22.6 per cent, and those for women totalled 42,000, up by 20.5 per cent from the previous March.

The cumulative total of vacancies notified during January-March inclusive was 318,600, which was 11.6 per cent above the number for the corresponding three months of 1964.

* Imbalance is due to rounding.

Monthly Report on Operation of the Unemployment Insurance Act

Total of unemployment insurance benefit claimants at end of February down 8 per cent from year-earlier total but up about 2 per cent over month. Rise in month all seasonal claimants

Claimants for unemployment insurance benefit on February 26 numbered 559,200, about 48,000, or nearly 8 per cent, fewer than the total of 607,100 on February 28, 1964, but about 11,000, about 2 per cent, more than the total at the end of January.

Males accounted for 95 per cent of the decline from the year-earlier figure. The increase from the month-earlier total occurred entirely among claimants for seasonal benefit, and included both males and females.

There were 45,000 fewer male, and 3,000 fewer female claimants on February 26 than there had been at the end of February 1964. Male seasonal benefit claimants, who were fewer by 15,000, accounted for a third of the decline in the number of male claimants.

There were 7 per cent fewer regular benefit, and 10 per cent fewer seasonal benefit claimants than there had been a year earlier.

It is estimated that nearly 100,000 ceased to be claimants during the month, presumably because they had returned to work. This estimate does not include persons who were found, on adjudication, to be ineligible for either regular or seasonal benefit.

Initial and Renewal Claims

There were 160,000 initial and renewal claims in February. This was 30 per cent fewer than the January total of 230,000 and 12,000 fewer than that in February 1964. Of the February claims, 80 per cent represented separations from employment during the month, in comparison with 85 per cent in January.

A decline in the relative importance of new cases is usual at this season of the year, because an increasing proportion of initial claims refer to persons who have exhausted regular benefit and are requesting an extension of credits under the seasonal benefit provisions.

Beneficiaries and Benefit Payments

The average number of beneficiaries was estimated at 454,800 for February, an increase of nearly 15 per cent compared with the estimate of 398,100 for January, but a decrease of 9.7 per cent from the total of 503,500 at the end of February 1964.

Benefit payments amounted to \$45,300,000 in February, \$39,900,000 in January and \$50,100,000 in February 1964.

The average weekly payment was \$24.92 in February, \$25.02 in January and \$24.89 in February 1964.

Insurance Registrations

On February 28, insurance books or contribution cards had been issued to 5,093,930 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1964.

On the same date, registered employers numbered 341,043, a decrease of 320 since January 31.

Enforcement Statistics

During February, 9,378 investigations were conducted by enforcement officers across Canada. Of these, 6,679 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 463 were miscellaneous investigations. The remaining 2,236 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 206 cases, 70 against employers and 136 against claimants.* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 795.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in February totalled \$30,089,356.44, compared with \$34,286,327.01 in January, and \$28,923,696.56 in February 1964.

Benefits paid in February totalled \$45,332,816.35, compared with \$39,845,991.38 in January, and \$50,127,421.02 in February 1964.

The balance in the Fund on February 28 was \$60,551,186.36, on January 31 it was \$75,796,646.27, and on February 29, 1964, it was \$21,691,479.99.

* These do not necessarily relate to the investigations conducted during this period.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2448, December 4, 1964

Summary of the Main Facts:

The claimant, whose case has been selected to serve as a test case in respect of others, filed an initial application (postal) for benefit, dated April 27, 1964. He had worked for the Canadian Pacific Railway Company, Digby Wharf, Digby, N.S., as a trucker checker at a rate of pay of \$1.86 an hour (\$89.28 a week).

On April 25, 1964, he became separated from this employment because "The S.S. Princess of Acadia is going in drydock for her annual overhauling and there is no work for myself for this period."

The employer informed the local office that the claimant had received vacation pay in the amount of \$148.56, and made the following comments:

1. While it was not compulsory, in a sense, for these men to take their vacation pay while the ship was in drydock, the majority of them felt that they were compelled to, due to the fact that they make around \$2600-\$3000 a year, have obligations to meet, that they otherwise could not without hardship, and, therefore, felt obliged to take their vacation at this time.

2. This period (26th Apr.-11th May) was not actually considered by the Company as a "lay-off for vacation purposes", while overhauling was carried out, but it was a lay-off without any remuneration from the Company.

3. There is no actual agreement between the Company and employees as to when they are to take their vacation, but it has a bearing on business conditions—when traffic is heavy in some months such as July, August and September, they are restricted and obliged to wait until conditions become more slack.

The employer also informed the local office that "where employees elected to take annual vacation, this would be counted for service time" and that "recipients of annual vacation monies were deducted, unemployment insurance, pension, income tax, bonds."

The insurance officer notified the claimant, by letter dated June 9, 1964, that he was disqualified and that benefit was suspended from April 26, 1964, to May 2, 1964, on the ground that he had not proved he was unemployed, as required by section 57(1) of the Act and Regulation 155, it being pointed out that he had received his usual remuneration for a full working week and that his contract of service continued during that week.

In the same letter, the insurance officer informed the claimant that for the week commencing May 3, 1964, his earnings were determined as \$60.28 (vacation pay)—Regulations 172 and 173.

On behalf of the claimant, the Assistant General Chairman of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station employees, W. K. Trafton, appealed to a board of referees in a letter, dated July 2, 1964, which reads in part:

... The S.S. Princess of Acadia of the Bay of Fundy Service, Canadian Pacific Railway Company, was in drydock from April 27th to May 10th, 1964, and the Company employees at Digby, N.S., and Saint John, N.B., working in connection with this service were notified that all positions (with certain exceptions) were abolished or suspended from April 26th to May 10th, both dates included. Prior to this year and when the Canadian Pacific Railway Company took their ship out of the service for overhaul purposes, the employees whose positions were abolished or suspended have applied for unemployment insurance benefits during such period and they have been paid without exception. A number of these employees in the past have taken part or all of their annual vacation allowance during the period the ship was out of the service, and this practice has not interfered with their claim for U.I.C. benefits . . .

Generally speaking, when the employee elects to take his vacation allowance, his position is not suspended or abolished but is filled by a relief employee, and the service insofar as the position is concerned is continuous, but in the instant case the employee was laid off and his position temporarily abolished, therefore, he was unemployed and available for work. Furthermore, under the provisions of our agreement with the company, and when an employee is laid off, he must file his name and address with the company if he desires to return to the service, otherwise the company is not under any obligation to recall the employee . . .

The claimant wrote to the local office on July 18, 1964, and stated that he had requested Mr. Trafton to appeal the decision of the insurance officer.

The unanimous decision of the board of referees which heard the case on August 18 reads, in part:

... After careful examination of the facts and upon hearing Mr. Trafton, the board members . . . decided that consideration should be given to these men. However, from CUB reports it appears that the vacation pay is considered earnings and that the termination is only of a temporary nature and is not final even though the men are obliged to re-apply for their positions. Therefore, the board finds (1) that the claimant was not unemployed for the period of April 26 to May 2nd, (2) it is therefore considered that the vacation pay, namely \$60.28 is to be considered as earnings . . .

The decision of the insurance officer is upheld in accordance with section 57(1) of the U.I. Act and Regulation 155(5) and section 56 and Regulation 172.

Note: It is the recommendation of the board that when there is a change in the interpretation of the Act dealing with vacation pay, a directive be issued to the authorities concerned so that conflicts of this nature may be avoided.

It is also the recommendation of the board that the employees concerned not be penalized for this year.

The aforementioned Brotherhood, of which the claimant is a member, appealed to the Umpire.

In a statement of observations dated October 1, 1964, for consideration by the Umpire, the Chief of the Adjudication Division of the Unemployment Insurance Commission said:

1. When the claimant made his request to have his annual vacation with pay, his request was granted by his employer. It is clear that the claimant elected to be placed on vacation with pay for the period from 26 April 1964 to some time during the week commencing 3 May 1964. Therefore his situation changed at the time of his vacation in that his layoff was interrupted and his contract of service was continuing during the period involved, as evidenced by the fact that this period of leave continued his service, time and the normal deductions for pension, etc., were made in respect of the period he was placed on holidays. It is implicit in the very nature of leave of any kind that the contract of service continues during the period covered by such leave (CUBs 1652, 1655 and 1675).

2. By virtue of Regulation 155(5), a claimant who receives his usual remuneration for a full week of work during a period in which his contract of service continues is considered to have worked the full working week for the purposes of section 57 of the Act even if he is excused from carrying on his duties during that week. It follows that he is not unemployed as required by section 54(1) of the Act (CUBs 1910 and 1955).

3. Regarding the balance of vacation pay received for part of the week commencing 3 May 1964, it is submitted that this is earnings under Regulation 172. In effect, the claimant's separation from employment occurred again only when his vacation period was terminated, during the week commencing 3 May 1964, so that the vacation pay he received for the period of his leave contained in that week was in respect of a period of employment and was consequently not connected with his separation from employment. The vacation pay received for the week commencing 3 May 1964 is earnings as defined in Regulation 172(1) and does not come under the exception in Regulation 172(2)(g). To fulfil the requirement of the exception in Regulation 172(2)(g) the holiday pay must be payable to a claimant in connection with a separation from employment (CUB 2134) as indicated by the words "at the time of, or after his separation from employment, or prior thereto in contemplation of the separation." In the present case, it cannot be said that the vacation pay was paid to the claimant in connection with the separation since it was payable in respect of a period of continuing employment.

4. In several cases involving railway workers taking a full week of paid holidays followed by a part week of holidays, the claimant was held as not unemployed in the full week of holidays and the holiday pay for the part week which followed was considered earnings (CUBs 2197 and 2340).

5. It is to be noted, with respect to the board of referees' recommendation that the employees involved be not penalized by the decision, that the ratification or write-off of benefit wrongly

paid is a question that comes within the exclusive jurisdiction of the Commission under Regulations 174 and 175 (CUBs 2014A and 2132).

6. It is submitted that the board of referees correctly concluded that the claimant's contract of service was continued during his vacation period and that he was not unemployed within the meaning of Regulation 155(5) for week commencing 26 April 1964, and that the vacation pay received for week commencing 3 May 1964, is earnings within the meaning of Regulation 172. This decision also applies to all the other claimants represented by this appeal.

Mr. Trafton of the Brotherhood also submitted a statement of observations, dated October 7, 1964, for consideration by the Umpire, wherein he commented on paragraph two of the statement of observations of the Chief of the Adjudication Division of the Commission. He said:

... I would refer to paragraph two (2) of the report where reference is made to certain sections of the Act and Regulations. I note that the term "excused" is used in reference to the employee not working. This is not a case where the employee is "excused" from working, as there was no work available at the time, and in support of my statement I am enclosing copies of bulletins issued by the Canadian Pacific Railway Company at both Digby, N.S., and Saint John, N.B., notifying the employees that their positions were abolished or suspended for an indefinite period. These employees were actually laid off due to a shortage of work and were available for employment with another employer. In fact, the employee concerned was furnished with Form 443-H by the Railway and in lieu of the surrender of the insurance book. I understand that the Canadian Pacific Railway Company are recognized as "bulk payers" and remit to the Commission through bulk payments periodically to cover their employees. The result is that the insurance book is not readily available to the employee in the event of a layoff; therefore, the form referred to is issued, which would make it possible for the employee to seek employment elsewhere. I would again point out that annual vacations represent an allowance based on past service and the employee is not laid off for this purpose, but is replaced by another employee due to the fact that the work is there and has to be performed. . . .

Another point Mr. Trafton emphasized "is the fact that, under similar circumstances in the years 1959 and 1962, when the question of the employees at Digby and Saint John being eligible for U.I.C. benefits when in receipt of vacation allowance was raised, the Commission in both instances ruled that the claims were in order." He stated also that "If the appellant . . . had been aware that his claim would be denied, or that the previous ruling had been reversed, he would not have accepted part of his vacation allowance at the time."

Considerations and Conclusions: The only questions at issue in the present case are (a) whether the claimant has proved that he was unemployed during the week commencing April 26, 1964, and (b) whether, for the week commencing May 3, 1964, his earnings

were rightly determined as \$60.28. The question of this or other claimants' entitlement to benefit under similar circumstances in previous occasions is not before me for decision.

The grounds on which the insurance officer based his decision are well exposed in the statement of observations dated October 1, 1964, cited above, and the said observations clearly show that the conclusions arrived at by the board of referees are in accordance with the law and the established jurisprudence.

In view of the foregoing, I consider that the board's unanimous decision should be upheld.

I consequently decide to dismiss the Brotherhood's appeal.

Decision CUB 2451, December 4, 1964

Summary of the Main Facts: This is an appeal to the Umpire by the insurance officer from the unanimous decision of a board of referees, in which the board held that the claimant had shown good cause for delay in making his claim for benefit.

The claimant filed an initial claim on June 26, 1964, and a benefit period was established effective June 21, 1964. He was last employed as a packer and loader on January 22, 1964 (for one day only). He left voluntarily due to a previous injury sustained at work in May 1963.

When filing his initial claim, the claimant asked to have his claim antedated to June 7, 1964. He gave as his reason that he was not advised by the Workmen's Compensation Board until June 26 that his claim for total temporary disability payments had been discontinued as of June 4. He further stated that he had previously been told by the doctor that he would receive full compensation until June 15, 1964.

The insurance officer did not approve the claimant's application to have his claim antedated to June 7, as he had not established good cause for delay in making his claim (section 46(3) of the Act and Regulation 150). The board of referees decided that the claimant was entitled to have his claim antedated to June 7 on the grounds that there was no reason for the claimant to present himself at the Commission's local office to file a claim for benefit before June 26 as he believed himself to be still in receipt of full workmen's compensation payments prior to that date.

The insurance officer submitted that the board of referees erred in allowing the claimant's appeal. Regulation 150 requires

that a claimant prove that he has fulfilled in all respects the conditions of entitlement to benefit for the period for which antedate is requested and that throughout the whole period between such date and the date he actually made his claim he had good cause for delay in making such claim.

He submitted that the claimant was not available for work during the period for which antedate was requested. At no time during this period did the claimant register for employment at the local office. Moreover, there is no evidence to indicate that during such period he made any effort to secure work anywhere. The insurance officer submitted that he had failed to prove that he had fulfilled in all respects the conditions of entitlement to benefit, as required by Regulation 150(1)(a), for the period for which the antedate is requested (CUB 1881 and CUB 1886).

Although the Umpire in decision CUB 626 granted an antedate for a short delay of three weeks on the basis that the claimant had good cause for such delay while awaiting a decision from the Workmen's Compensation Board, this decision did not deal with the question of whether the claimant had proved availability in respect of his period of delay. In a later decision, CUB 1886, which is closely parallel to CUB 626, the Umpire disallowed the claimant's appeal, the insurance officer stated in his appeal.

The appeal was heard in Ottawa, Ont., on November 9, 1964. The Claimant was represented by an official of the Canadian Labour Congress, and the Commission by one of its solicitors.

Considerations and Conclusions: The board of referees were unanimous in finding that the claimant fulfilled in all respects the conditions of entitlement to benefit for the period June 7 to June 21, 1964, but there was no evidence before the court to support that finding. In fact, the record shows that the claimant was not in the labour market, i.e., available for work, during that period.

The assumption that the claimant might have filed a claim and registered for employment at the local office on an earlier date if the Workmen's Compensation Board had been more diligent cannot alter the fact that he did not do so. In my view, the allowance of the claimant's request in the present case would sanction a very questionable principle, i.e., that the Unemployment Insurance Fund can be used to make good for third parties' shortcomings or oversights.

In view of the foregoing, I decide to allow the insurance officer's appeal.

WAGE SCHEDULES

Wage Schedules Prepared and Contracts Awarded in March

Works of Construction, Remodelling, Repair or Demolition

During March, the Department of Labour prepared 257 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 129 contracts in these categories was awarded. Particulars of these contracts appear below. In addition, 131 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and The St. Lawrence Seaway Authority and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) The wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in March for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Post Office	9	\$193,004.75
Public Works	1	6,228.56
Royal Canadian Mounted Police	2	58,079.75
Transport	4	58,762.42

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made in March

During March, the sum of \$1,718.25 was collected from seven contractors for wage arrears due to their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 43 workers concerned.

Contracts Containing Fair Wage Schedules Awarded in March

DEPARTMENT OF AGRICULTURE

Brandon Man: Central Construction Co Ltd, conversion of dormitory rooms to laboratory & office, Experimental Farm. *Swift Current Sask:* Sprinkler Irrigation & Equipment Co Ltd, installation of water booster pump for the new laboratory.

ATOMIC ENERGY OF CANADA LIMITED

Chalk River Ont: Stephens Adamson Mfg Co of Canada Ltd, supply & installation of coal crusher, bldg 420.

CENTRAL MORTGAGE AND HOUSING CORPORATION

Montreal Area Que: Vallieres & Cusson Enrg, interior painting of apts, Benny Farm; Vallieres & Cusson Enrg, interior painting of apts, Villeray Terrace; Vallieres & Cusson Enrg, interior painting of apts, St Georges Gardens; J R Langovisth, interior painting of apts, Park Royal; J R Langovisth, interior painting of apts, Jardin Bellerive; Eloi Gagnon, replacement of balcony deckings, Cloverdale Park. *Ville St Laurent Que:* Deschenes & Perreault, major renovations, Place Benoit. *Ottawa Ont:* Universal Painters Ltd, interior painting of units, Strathcona Heights.

In addition, this Corporation awarded 17 contracts containing the General Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Prince Edward Island Indian Agency P E I: R T Morrison Co, electrification of homes, Lennox Island Band. *Eskasoni Indian Agency N S:* J W Lindsay Construction Co Ltd, relocation of two steel bldgs, from St Joseph to Eskasoni Reserve. *St John River & Miramichi Indian Agencies N B:* Atlantic Building Contractors Ltd, relocation of two steel bldgs, from Bullmoose Hill radar site to St Basile & Eel River Reserves. *The Pas Indian Agency Man:* F W Sawatzky Ltd, moving & relocation of teacherage from The Pas Reserve to The Pas; A K Penner & Sons Ltd, construction of school & staff residence, Easterville.

Fort Vermilion Indian Agency Alta: Mercier & Germaine Co Ltd, installation of plumbing heating & electrical systems in teacherage, Assumption Residential School. *Stony Sarcee Indian Agency Alta:* Farm Electric Services Ltd, construction of 5 miles of power line, Sunchild & O'Chiese Reserves.

DEFENCE CONSTRUCTION (1951) LIMITED

Blandford N S: Arno Electric Ltd, supply & erection of main sub-station, RCNRS. *Halifax N S:* L G & M H Smith Ltd, repairs to slipway 4, HMC Dockyard. *Longue Pointe Que:* Lagendyk & Co Ltd, interior painting of bldg 3. *Moisie Que:* Victor Gauthier, repairing floors of married quarters, RCAF Station. *Oshawa Ont:* Van Hoof Construction, repairs to armoury. *Shirley Bay Ont:* Zuccarini General Contractors Ltd, construction of laboratory bldg 46, DRB. *Uplands Ont:* Coady Construction Ltd, construction of TACAN facilities, RCAF Station.

Chilliwack B C: Barr & Anderson Ltd, supply & installation of sprinkler system, camp. *Comox B C:* Columbia Bitulithic Ltd, construction of extension to concrete runup pad, RCAF Station. *Esquimalt B C:* Wakeman & Trimble Contractors Ltd, repairs to floor, bldg 213, HMC Dockyard. *Vernon B C:* Le Duc Paving Ltd, replacement of sewer line, camp.

DEPARTMENT OF DEFENCE PRODUCTION

Summerside P E I: Maritime Asphalt Products Ltd, application of epoxy laminate & paint to wall area, barrack block 53, RCAF Station; Schurman Construction Ltd, supply & installation of steel combination windows, barrack block 53, RCAF Station. *Cornwallis N S*: Landers Ltd, repairs to floors & supply & installation of tiles, bldg 6, HMCS *Cornwallis*; Landers Ltd, replacement of electrical service in married quarters, HMCS *Cornwallis*; D J Lowe Ltd, interior painting of drill hall section, bldg 4, HMCS *Cornwallis*; Robert Stevens, repairing floors & supply & installation of tiles, bldgs 10 & 13-1, HMCS *Cornwallis*; Robert Stevens, repairing floors & supply & installation of tiles, bldg 38, HMCS *Cornwallis*.

Dartmouth N S: Twin City Steeplejack & Bldg Maintenance Co, interior painting of Shannon Park married quarters. *Halifax N S*: James F Lahey Ltd, interior painting of bldg D-34, HMC Dockyard; Maritime Asphalt Products Ltd, renewal of floor covering, bldg S-21, HMCS *Stadacona*; Martin & Moore Ltd, interior painting of bldgs D-56 & D-59, HMC Dockyard; Nova Tile & Terrazzo Co Ltd, installation of ceramic tile dado, bldg S-12, HMCS *Stadacona*. *Shearwater N S*: Maritime Asphalt Products Ltd, renewal of floor coverings, bldg 100, RCN Air Station. *McGivney N B*: Byron MacDonald, interior painting of married quarters.

Clinton Ont: Roy's Decorating Centre, interior painting of married quarters, RCAF Station. *Kingston Ont*: Amherst Painting & Decorating, painting of married quarters. *Trenton Ont*: K J Beamish Construction Co Ltd, cleaning & repair of asphalt runways, RCAF Station; Honeywell Controls Ltd, replacement of heating system in bldg 24, RCAF Station. *Edmonton Alta*: Dominion Gunitite Ltd, repairing stoops, steps & sidewalks of married quarters, Griesbach Barracks; Jenkin's Painting & Decorating, exterior painting of bldgs H7, H14 & H16, Griesbach Barracks. *Penhold Alta*: Harsim Construction Ltd, supply, erection & painting of wooden safety fences around antennae sites, REGHO. *Ralston Alta*: Independent Cleaning Services, interior cleaning, Suffield Experimental Station; Quality Heating & Cooling, installation of eavestroughs on houses. *Esquimalt B C*: Wyder Electric Co Ltd, electrical work on bldg 199, HMC Dockyard.

In addition, this Department awarded 50 contracts containing the General Fair Wages Clause.

NATIONAL HARBOURS BOARD

Quebec Que: Legendyk & Co Ltd, repairs & painting of exterior concrete walls, grain elevator.

DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

Banff Alta: Pioneer Gunitite & Grout Ltd, guniting fresh water pool, cave & basin bath-house, Banff National Park.

POST OFFICE DEPARTMENT

This Department awarded one contract containing the General Fair Wages Clause.

PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

London Ont: Keystone Contractors Ltd, construction of Clarke sideroad & Frampton drain storm & sanitary sewers.

DEPARTMENT OF PUBLIC WORKS

Goose Bay (Labr) Nfld: C A Pitts General Contractor Ltd, construction of fisheries residence. *Branch Nfld*: Babb Construction Ltd, harbour improvements. *Dunville Nfld*: Glen Construction Co Ltd, construction of post office bldg. *Harbour Breton Nfld*: Fortress Engineering Ltd, construction of fisheries residence. *Little Bay (Marystown) Nfld*: L G & M H Smith Ltd, construction of community stage & wharf. *Little Bay (N D Bay) Nfld*: T J Hewlett & Son Ltd, construction of post office bldg. *St John's Nfld*: Benson Builders Ltd, supply & erection of exterior fire escape, Marshall bldg.

Baddeck N S: L G & M H Smith Ltd, wharf repairs. *Halifax N S*: Fundy Construction Co Ltd, alterations to office, Fisheries Technological Research Laboratory. *Inverness N S*: Canso Excavators Ltd, harbour improvements. *Louisdale N S*: B E M Contractors Ltd, construction of post office bldg. *Yarmouth N S*: Leonard W Shaw, construction of floating dock & gangway. *Grand Manan (Black's Harbour & North Head) N B*: Diamond Construction (1961) Ltd, construction of ferry facilities. *Saint John N B*: E Mooney Construction Ltd, alterations & additions to post office bldg, Prince William St.

Baie Comeau Que: Landry Construction Inc, repairs to wharf; Julien & Jacob, alterations to vestibule & platform, post office bldg. *Blackpool Que:* Weiss Electrical Contracting Co, installation of exterior lighting, customs bldg & bus examining warehouse, Route 9. *Cap des Rosiers Que:* Damase Gauthier, construction of post office bldg. *Chateauguay Que:* M P Murphy Ltd, construction of post office bldg. *Hull Que:* B J Normand Ltd, column repairs, plastering & painting, National Printing Bureau.

Montreal Que: McGill Window Cleaning Co, cleaning windows of federal bldgs; E C Ferree Ltd, installation of air conditioning system (phase 1C), International Civil Aviation Bldg, 1080 University St. *St Eustache Que:* G Major Construction Ltee, addition & alterations to federal bldg. *St Vincent de Paul Que:* E R Chagnon Ltee, installation of electric distribution & communications (phase 6), penitentiary; Vermont Construction Inc, construction of detention unit.

Elmvale Ont: Les Bertram & Sons Ltd, construction of post office bldg. *Fort William Ont:* King's Interior Cleaning & Janitorial Service, interior cleaning of federal bldg. *London Ont:* Modern Building Cleaning Service of Canada Ltd, interior cleaning, Lipton Bldg, UIC. *Nanticoke Creek Ont:* Norbant Contractors Ltd, repairs to east breakwater.

Ottawa Ont: Beaudoin Construction Ltd, installation of additional equipment, Veteran's Memorial Bldgs; Three-Star Building Cleaning, interior cleaning of workshop & laboratories, Post Office Dept, Confederation Heights; J C Robinson & Sons Ltd, lighting improvements, Temporary Bldg 4; L Zuccarni General Contractors Ltd, extension to Division of Building Research (M-20), NRC; Nation-Wide Interior Maintenance Co Ltd, interior cleaning, etc, Surveys & Mapping Bldg, 615 Booth St; Deluxe Building Services, interior cleaning of Postal Station "E" (Glebe); H J McFarland Construction Co Ltd, Corkstown Road development (phase 1A).

Sombra Ont: G Shalove Construction, construction of post office bldg. *Toronto Ont:* Turnbull Elevator of Canada Ltd, addition to passenger elevator, Sir William Mulock Bldg; New York Window Cleaning Co Ltd, cleaning windows of federal bldgs. *Warkworth Ont:* The Mitchell Construction Company (Canada), construction of Medium Security Institution. *Windsor Ont:* Herbert Winch & Son, alterations to federal bldg. *Winnipeg Man:* Taubensee Construction Co Ltd, construction of chapel & gymnasium, Assiniboia Indian School; A S Piper & Sons Window Cleaning Co, cleaning windows of federal bldgs.

Regina Sask: Poole Construction Ltd, structural repairs to gymnasium & swimming pool, RCMP Barracks. *Saskatoon Sask:* Modern Building Cleaning Service of Canada Ltd, interior cleaning, etc, new post office bldg, Fourth Avenue North. *Fox Lake Alta:* Ward's Trucking, construction of nursing station. *near Agassiz B C:* Frank W Bull, improvements (Skookunchuk training wall repairs), Fraser River. *Albion B C:* Fraser River Piledriving Co Ltd, construction of shear boom. *Lulu Island B C:* Ocean Cement Ltd, repairs to rock bank protection (Fraser River improvements). *Nanoose Bay & Winchelsea Island B C:* S R Kirkland Construction Co Ltd, marine works, DND. *Ocean Falls B C:* Manning Construction Ltd, construction of seaplane ramp & parking apron.

Vancouver B C: Walker Construction, alterations to sixth floor, Begg Bldg, CSC; Brockbank & Hemingway Ltd, construction of headerhouse for Research Branch, Dept of Agriculture National Building Maintenance Ltd, interior cleaning, etc, The Harry Stevens Bldg, UIC & Postal Station "C"; J A Gebert Ltd, alterations to first floor, Postal Station "A". *Whitehorse Y T:* Whitehorse Electric Co Ltd, refrigeration equipment services, Northwest Highway System.

In addition, this Department awarded 38 contracts containing the General Fair Wages Clause.

THE ST LAWRENCE SEAWAY AUTHORITY

Beauharnois Que: Desourdy Construction Ltee, construction of drainage trench & pump supports, lower lock. *St Lambert Que:* Desourdy Construction Ltee, raising elevation of breastwall at lock. *Port Colborne Ont:* Dominion Steel & Coal Corporation Ltd, structural & mechanical repairs & restoration of vertical lift bridge 21, Welland Canal; Moir Construction Co Ltd, reconstruction of west abutment, bridge 19, Welland Canal. *St Catharines Ont:* James Kemp Construction Ltd, construction of tourist information bldg & reviewing stand, lock 3, Welland Canal. *Thorold Ont:* Carter Construction Co Ltd, construction of east side haulage road, section 6, Glendale Ave to lock 7, Welland Canal.

In addition, the St Lawrence Seaway Authority awarded four contracts containing the General Fair Wages Clause.

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PRICE INDEXES

Consumer Price Index, April 1965

The consumer price index (1949=100) rose 0.3 per cent to a record 137.7 at the beginning of April from 137.3 in March. The April index was 2.0 per cent above the April index of 135.0.

Six of the seven main components increased. The largest advances, 0.9 per cent and 0.7 per cent, occurred in the health and personal care and the clothing indexes, respectively. The tobacco and alcohol index was unchanged.

The food index increased 0.1 per cent to 133.4 from 133.3. Price changes were widespread but mixed, and included increases for eggs, margarine, grapefruit, apples, fresh and canned tomatoes, turnips, cabbage and chicken. Lower prices were reported for most fresh meats, oranges and orange juice, lettuce, potatoes, carrots, and coffee.

The housing index edged slightly higher to 140.3, up 0.1 per cent from 140.2 in March. The shelter index increased 0.2 per cent as increased prices for repairs and new houses moved both the rent and home-ownership components. The household operation index declined 0.1 per cent, chiefly reflecting a decrease in electricity rates in Vancouver. Prices were fractionally higher for furniture and appliances, carpets, and some items of household equipment.

The clothing index advanced 0.7 per cent to 121.2 from 120.4. Generally higher prices were reported for men's, women's and children's wear, footwear, cotton and rayon piece goods, dry cleaning and jewellery.

The transportation index moved up 0.2 per cent to 145.9 from 145.6. Scattered increases in the price of gasoline, together with an increase in automobile license fees in Saskatchewan, outweighed slightly lower prices for automobiles.

The health and personal care index rose 0.9 per cent to 176.1 from 174.6. The health care component advanced 1.2 per cent as widespread increases were reported for doctors' and dentists' fees and optical care. Prepaid medical care rose slightly in two provinces. The personal care index rose 0.4 per cent as a result of higher prices for toilet soap, shaving cream and tooth paste.

The recreation and reading index edged up 0.1 per cent to 153.5 from 153.4 as higher prices for radios, phonograph records and console television sets outweighed lower prices for bicycles and portable television sets.

The tobacco and alcohol index was unchanged at 121.9. Increases in prices for cigarettes and cigarette tobacco in Saskatchewan were not sufficient to move the index.

Group indexes in April 1964 were: food 131.8, housing 137.8, clothing 119.1, transportation 142.8, health and personal care 166.5, recreation and reading 151.0 tobacco and alcohol 119.5.

City Consumer Price Indexes, March 1965

Consumer price indexes (1949=100) rose between February and March in four of the ten regional cities. Indexes for St. John's, Saint John and Winnipeg increased 0.2 per cent and the Vancouver index advanced 0.4 per cent.

The Edmonton-Calgary index declined 0.2 per cent. The Halifax, Montreal, Ottawa, Toronto, and Saskatoon-Regina indexes were unchanged.

Food indexes were higher in six cities, lower in three cities, and unchanged in one. Changes ranged from an increase of 0.9 per cent in Vancouver to a decrease of 0.4 per cent in Montreal.

Housing indexes moved up slightly in four cities, down in one, and remained constant in five. Nine cities had higher indexes for clothing; the other was unchanged. In the transportation component, five cities registered decreases, two increased and three were constant. Indexes for health and personal care fell in five cities, rose in three, and remained unchanged in two. Recreation and reading indexes were lower in three cities, higher in two, and held steady in five. Tobacco and alcohol indexes rose in three cities, declined in two and were constant in five.

Regional consumer price index point changes between February and March were: Vancouver +0.5 to 134.8; Saint John +0.3 to 135.9; Winnipeg +0.3 to 134.7; St. John's +0.2 to 122.7*; Edmonton-Calgary -0.2 to 128.8. Halifax, Montreal, Ottawa, Toronto and Saskatoon-Regina remained unchanged at 133.0, 136.4, 137.2, 138.6 and 130.8 respectively.

Wholesale Price Index, March 1965

Canada's general wholesale index (1935-39=100) rose to 246.8 in March, up 0.2 per cent from the February index of 246.4 and 0.6 per cent from the March 1964 index of 245.3. Six of the eight major group indexes advanced in March and two declined.

The chemical products group index moved up 1.0 per cent to 194.4 in March from 192.4 in February, the iron products group index advanced 0.4 per cent to 259.3 from 258.2, and the non-ferrous metals products group index advanced 0.3 per cent to 212.9 from 212.3. Increases of 0.2 per cent were

* On base June 1951=100.

recorded for the following major group indexes: vegetable products to 218.8 from 218.3, wood products to 333.7 from 333.1, and non-metallic minerals to 192.5 from 192.2.

The animal products group index moved 0.3 per cent lower in March to 255.5 from the February index of 256.2, and the textile products group index eased down 0.2 per cent to 247.5 from 247.9.

The price index of residential building materials (1935-39=100) declined 0.2 per cent in March to 340.8 from 341.4 in February; on the base 1949=100 it fell 0.1 per cent to 149.5 from 149.7.

The non-residential building material price index (1949=100) rose 0.2 per cent to 146.5 in March from 146.2 in February.

The index of Canadian farm product prices at terminal markets (1935-39=100) advanced 0.2 per cent from 224.7 to 225.1 in the four-week period ended March 26. The animal products index rose 1.0 per cent from 268.2 to 270.8, and the field products index declined 1.0 per cent from 181.2 to 179.4.

U.S. Consumer Price Index, March 1965

The United States consumer price index (1957-59=100) rose 0.1 per cent in March

to 109.0 from 108.9 in February. A year ago in March the index was 107.7.

The increase was caused largely by rising prices for fresh vegetables and higher costs for medical care. Vegetable prices went up an average of 6.5 per cent; the cost of medical care services rose 0.3 per cent. Other increases were noted in rents, furniture, and spring clothing prices.

British Index of Retail Prices, February 1965

The British index of retail prices (Jan. 16, 1962=100) stood at 109.5 in mid-February, the same figure as at mid-January. The index was 104.8 in mid-February 1964.

A drop in the food index to 109.9 from 110.3 in January was counter-balanced by increases in alcoholic drinks, clothing and footwear, and rail fares.

During 1964 the average level of retail prices rose by about 4½ per cent, compared with rises of nearly 2 per cent in 1963, rather more than 2½ per cent in 1962, and about 4½ per cent in 1961. The average index for the 12 months ended in January 1965 was 3½ per cent higher than the average for the previous 12 months.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 199

Annual Reports

1. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Strikes and Lockouts in Canada, 1963*. Ottawa, Queen's Printer, 1964. Pp. 36.

2. ECONOMIC COUNCIL OF CANADA. *Annual Report, Fiscal Year 1963/64*. Ottawa, Queen's Printer, 1964. Pp. 26.

English and French text in same volume.

Council's name in French: Conseil économique du Canada.

The Council superseded the National Productivity Council in August 1963.

The first report covers the period from December 1963 to March 31, 1964.

3. GREAT BRITAIN. ADVISORY COUNCIL ON SCIENTIFIC POLICY. *Annual Report, 1963-1964*. London, HMSO, 1964. Pp. [48]

4. GREAT BRITAIN. CENTRAL STATISTICAL OFFICE. *Annual Abstract of Statistics, No. 101, 1964*. London, HMSO, 1964. Pp. 358.

5. MANITOBA, DEPARTMENT OF LABOUR. *Annual Report, 1964*. [Winnipeg, 1965?] Pp. 59.

6. NOVA SCOTIA. DEPARTMENT OF LABOUR. *Annual Report, Fiscal Year ended March 31, 1964*. Halifax [1965?] Pp. 63.

7. U.S. NATIONAL SCIENCE FOUNDATION. *Fourteenth Annual Report for the Fiscal Year ended June 30, 1964*. Washington, GPO, 1965. 2 volumes.

Volume 1 contains the annual report. Volume 2 bears title, *Grants and Awards for the Fiscal Year ended June 30, 1964*.

Automation

8. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Impact and Implications of Office Automation*, by J. C. McDonald. Ottawa, Queen's Printer, 1964. Pp. 35.

Partial Contents: The Concept of 'Office Administration'. The Scope of 'Office Automation' in Canada. Impact of 'Office Automation' on Employment. Impact on Clerks and Their Jobs. Impact on Clerical Supervisors and Older Workers. Effects on Conditions of Work and Employment. Implication for Management. Implications for White-Collar Unionization.

9. CONFERENCE ON INTEGRATED DATA PROCESSING, AMSTERDAM, 1962. *Conference Report*. Paris, O.E.C.D. [n.d. 1962?] Pp. 83.

10. KIRSH, BENJAMIN SOLLOW. *Automation and Collective Bargaining*. New York, Central Book Company, 1964. Pp. 219.

Considers how traditional and conventional forms of collective bargaining have been affected by automation and how the emphasis in collective bargaining has turned from money wages to employment security and income considerations. Examines the effects of automation on such matters as seniority provisions, wage determination, wage payment systems and on the appropriate unit of union representation. The author, a lawyer, is former chairman of the National Trucking Commission and Public Member of the Wage Adjustment Board in the Building and Construction Industries, National War Labor Board, Washington, D.C.

11. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Agricultural Mechanization; Automation in Agriculture*. Prepared by the U.S.S.R. Delegation. New York, United Nations, 1963. Pp. 58.

12. U.S. PRESIDENT'S ADVISORY COMMITTEE ON LABOUR-MANAGEMENT POLICY. *Methods of adjusting to Automation and Technological Change; a Review of Selected Methods*. Prepared . . . by Derek Bok and Max D. Kossoris. [Washington, n.d., 1964] Pp. 33.

" . . . Contains a discussion of the principal methods which private parties have employed to facilitate the adjustment of employees who have been displaced through automation or technological change." Some methods discussed are attrition, early retirement, retraining, transfer, relocation allowances, severance pay, supplemental unemployment benefits, placement and referral services, etc.

Business—Small Business

13. GIBSON, JAMES LAWRENCE. *Accounting in Small Business Decisions*, by James L. Gibson and W. Warren Haynes. Lexington, University of Kentucky Press, 1963. Pp. 133.

Explains how small firms use accounting data to make decisions.

14. U.S. CONGRESS. SENATE. COMMITTEE ON SMALL BUSINESS. *Small Business Failures: Management Defects held largely Responsible. Hearings before the Select Committee on Small Business, United States Senate, Eighty-seventh Congress, Second Session. An Inquiry into the Availability and the Adequacy of Management Counseling Services for Very Small Businesses*. June 25, 26 and 27, 1962. Washington, GPO, 1962. Pp. 170.

15. U.S. CONGRESS, SENATE. COMMITTEE ON SMALL BUSINESS. *Small Business Failures. Report of the Select Committee on Small Business, United States Senate, on Factors influencing Small Business Failures and the Availability of Management Counseling to Small Firms*. Washington, GPO, 1962. Pp. 33.

Coles Canadian Careers

The following 12 pamphlets were published in Toronto in 1964 by Coles Publishing Company, Limited.

16. *Your Future as an Accountant*. Pp. 40.
17. *Your Future in Advertising*. Pp. 47.
18. *Your Future as an Architect*. Pp. 48.
19. *Your Future in Banking*. Pp. 47.
20. *Your Future as a Dentist*. Pp. 47.
21. *Your Future as a Doctor*. Pp. 43.
22. *Your Future as an Engineer*. Pp. 48.
23. *Your Future as a Lawyer*. Pp. 48.
24. *Your Future as a Nurse*. Pp. 45.
25. *Your Future in Public Relations*. Pp. 48.
26. *Your Future as a Secretary*. Pp. 44.
27. *Your Future as a Teacher*. Pp. 48.

Economic Conditions

28. U.S. PRESIDENT, 1963—(LYNDON B. JOHNSON). *Economic Report of the President transmitted to the Congress, January 1965 together with the Annual Report of the Council of Economic Advisers*. Washington, GPO, 1965. Pp. 290.

29. ECONOMIC COUNCIL OF CANADA. *First Annual Review: Economic Goals for Canada to 1970*. Ottawa, Queen's Printer, 1964. Pp. 213.

Contents: Introduction. Canada's Post-war Economic Performance. Potentialities for Growth of the Canadian Economy. Consumption and Investment. International Trade and the Balance of Payments. Prices and Monetary Trends. Fiscal Trends and National Saving. Some Significant Factors in Economic Growth. Implications for Policy.

30. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: France*. August 1964 [Paris] 1964. Pp. 53.

31. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Japan*. July 1964 [Paris] 1964. Pp. 59.

32. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Turkey*. Paris, 1964. Pp. 52.

Discusses economic development in Turkey in 1963 and early 1964 and suggests economic prospects for the balance of 1964.

33. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *The OECD: History, Aims, Structure*. [Paris, n.d., 1964?] Pp. 55.

Education

34. CANADA. BUREAU OF STATISTICS. *Private Trade Schools, Number and Teaching Staff, 1959-60*. Prepared in Vocational Education Section. Ottawa, [1961?] Pp. [4]

35. CANADA. DEPARTMENT OF LABOUR. *An Analysis of the Industrial Mechanical Trade (Millwright)*. Prepared by a National Committee appointed by the Department of Labour. Ottawa, Queen's Printer, 1964. Pp. 259.

36. GREAT BRITAIN. MINISTRY OF EDUCATION. COMMITTEE ON DAY RELEASE. *Day Release; the Report of a Committee set up by the Minister of Education*. London, HMSO, 1964. Pp. 48.

"Day release is the system by which employers free employees with pay, usually for one day a week, to attend courses of further education." The Committee's terms of reference were "To report on what steps should be taken to bring about the maximum practicable increase in the grant of release from employment to enable young persons under the age of 18 to attend technical and other courses of further education."

Employees—Training

37. CLAY HILARY M. *How Research can help Training*. London, HMSO, 1964. Pp. 19. Issued by Great Britain Dept. of Scientific and Industrial Research in its series, Problems of Progress in Industry (No. 16).

Contents: Analysis of the Task. Methods of Training. Conditions of Practice. Training Techniques. Training Adults. Evaluation of Training Methods.

38. U.S. BUREAU OF APPRENTICESHIP AND TRAINING. *Apprenticeship and Training in the Contact Tool and Die Industry*. Washington, GPO, 1959. Pp. 31.

Health Services

39. CANADA. ROYAL COMMISSION ON HEALTH SERVICES [Report] Vol. 2. Mr. Justice Emmett M. Hall, chairman. [Ottawa, Queen's Printer, 1965] Pp. 375.

Volume 2 deals with areas of health services and with categories of health personnel not dealt with in the first volume. It also presents proposals for organization and administration of the recommended health services programmes.

40. JUDEK, STANISLAW. *Medical Manpower in Canada*. [Ottawa, Queen's Printer, 1964] Pp. 413.

A study prepared for the Royal Commission on Health Services.

"This is a study of the supply and demand for medical manpower in Canada, its distribution and utilization, with physician-population projections until 1991."

41. MacFARLANE, JOSEPH ARTHUR. *Medical Education in Canada* [by] J. A. MacFarlane [and others. Ottawa, Queen's Printer, 1965] Pp. 373.

A study prepared for the Royal Commission on Health Services.

This report is concerned with the education of physicians in Canada at the present time.

Partial Contents: Perspectives in Medical Education. The Medical Student. The Curriculum in the Medical Course. The Medical School. The Teaching Hospital. Financing of Medical Schools and Teaching Hospitals. The Training of Teachers and Investigators. Post-Graduate and Continuing Medical Education. Research. Medical Manpower—Requirements and Supply. Expansion of Educational Resources. Paramedical Manpower in Canada.

Labour Supply

42. GREAT BRITAIN. MINISTRY OF LABOUR. MANPOWER RESEARCH UNIT. *The Pattern of the Future*. London, HMSO, 1964. Pp. 52.

Outlines the pattern of employment of Great Britain over the past 10 years and attempts to forecast trends over the next 10 years.

43. INTERNATIONAL TRADE UNION SEMINAR ON ACTIVE MANPOWER POLICY, VIENNA, 1963. *Final Report*. Paris, Manpower and Social Affairs Directorate, Social Affairs Division [OECD] 1964. Pp. 172.

Seminar held September 17th-20th.

At head of title: International Seminars, 1963-1.

Supplement to the Final Report. [Paris, 1964] Pp. 189.

Trade union leaders from 15 OECD member countries met to discuss "from the trade union point of view, the selective measures of manpower policy designed to preserve the economy from cyclical and seasonal fluctuations and large scale unemployment."

Contains a report of the proceedings of the Seminar, the conclusion reached by the participants, and some of the papers presented.

44. U.S. BUREAU OF LABOR STATISTICS. *Concept and Methods used in Household Statistics on Employment and Unemployment from the Current Population Survey, June 1964*. Washington, GPO, 1964. Pp. 18.

Prepared by the U.S. Bureau of Labor Statistics and U.S. Bureau of the Census.
Current population reports, Series P-23, no. 13.

Labouring Classes

45. TRADES UNION CONGRESS. *An Outline of Job Evaluation and Merit Rating*. London, 1964. Pp. 20.

"... Based on notes used in courses on production and management subjects at the T.U.C. Training College."

46. U.S. BUREAU OF LABOR STANDARDS. *Employment Certificates help you help Youth*. Rev. ed. Washington, GPO, 1964. Pp. 21.

47. U.S. BUREAU OF LABOR STATISTICS. *Labor Law and Practice in Saudi Arabia*. Washington, GPO, 1964. Pp. 44.

48. U.S. BUREAU OF LABOR STATISTICS. *Labor Mobility and Private Pension Plans; a Study of Vesting, Early Retirement, and Portability Provisions*. Washington, GPO, 1964. Pp. 74.

Examines provisions of private pension plans and the deterrent effects of a pension plan on labour mobility.

Management

49. AMERICAN MANAGEMENT ASSOCIATION. *Control through Information; a Report on Management Information Systems*. New York, 1963. Pp. 44.

Partial Contents: Management's Need for Information. Management Control through Data. A Computer-controlled Production Line. A Reporting System for Marketing and Sales. A Management Information Service for Finance. EDP and Profit making.

50. ENGLISH LANGUAGE CONFERENCE ON INTEGRATED MANAGEMENT DEVELOPMENT, ARRESØHØJ, DENMARK, 1962. [Report] Paris, OECD [n.d 1962?] Pp. 96.

Report of a conference at which "65 representatives of industry and education in 9 countries discussed new management policies, methods and techniques."

Taxation

51. CANADIAN INSTITUTE OF CHARTERED ACCOUNTANTS. *Planning for Tax Savings*. Toronto, c1964. Pp. 51.

52. CANADIAN TAX FOUNDATION. *Report of Proceedings of the 18th Annual Tax Conference . . . at . . . Montreal, November 23, 24, 25, 1964*. Toronto, c1965. Pp. 393.

Wages and Hours

53. GITLOW, ABRAHAM LEO. *The National Wage Policy: Antecedents and Application*. New York, Schools of Business, New York University, 1964. Pp. 26.

Examines the conditions which produced a national wage policy; the nature of the wage policy and changes that have developed in it since 1962; the relationship of the national wage policy to prices and labour productivity; and, the experience of foreign countries with a wage policy.

54. U.S. BUREAU OF LABOR STATISTICS. *Employee Earnings in Selected Metropolitan Areas of the South, June 1961-June 1962*. Washington, GPO, 1964. Pp. 37.

55. U.S. BUREAU OF LABOR STATISTICS. *Industry Wage Survey; Eating and Drinking Places, June 1963*. Washington, GPO, 1964. Pp. 61.

Women

56. INTERNATIONAL LABOUR OFFICE. *The Employment of Women with Family Responsibilities*. Part 1. Fifth item on the agenda. Geneva, 1964. Pp. 36.

At head of title: Report 5(1). International Labour Conference, 49th session, 1964.

Contains material from the Proceedings of the 48th International Labour Conference relating to the employment of women with family responsibilities, and the text of a proposed recommendation to be considered by member governments.

57. INTERNATIONAL LABOUR OFFICE. *Report to the Government of the Federation of Malaya on the Promotion and Organisation of Co-operatives among Women*. Geneva, 1963. Pp. 36.

At head of title: International Labour Office. Expanded Programme of Technical Assistance.

58. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Occupational Training of Women under the Manpower Development and Training Act*. Washington, GPO, 1964. Pp. 19.

59. U.S. PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN. *Four Consultations*. Washington, GPO, 1963. Pp. 38.

Contents: Private Employment Opportunities. New Patterns in Volunteer Work. Portrayal of Women by the Mass Media. Problems of Negro Women.

60. U.S. PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN. COMMITTEE ON PRIVATE EMPLOYMENT. *Report*. Washington, GPO, 1963. [i.e. 1964] Pp. 55.

The Committee made recommendations on the following: equal employment opportunity for women; U.S. Employment Service [of the U.S. Dept. of Labor] policy to promote equal employment opportunities for applicants of both sexes; equal pay; studies on labour turnover and absenteeism by sex to be made; roster of qualified women to be maintained; and, utilization of skills through parttime employment for women whose home responsibilities don't permit full-time employment.

61. U.S. PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN. COMMITTEE ON PROTECTIVE LABOR LEGISLATION. *Report*. Washington, GPO, 1963. Pp. 38.

The Committee made comments and recommendations on such topics as minimum wage, equal pay, hours of work, industrial homework, maternity protection of employed women, occupational safety and health, collective bargaining, etc.

62. U.S. PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN. COMMITTEE ON SOCIAL INSURANCE AND TAXES. *Report*. Washington, GPO, 1963. Pp. 81.

The Committee looked into the adequacy of protection for women under the present Federal or Federal-State social insurance programs and into deficiencies and inequities in the Federal income tax as it affects women, and it made recommendations for changes considered important in both these areas.

Miscellaneous

63. ALBERTA. INDUSTRIAL DEVELOPMENT BRANCH. *Survey of Wetaskiwin*. Revised November, 1964. Edmonton, Dept. of Industry and Development [1965?] Pp. 16.

64. CANADA. DEPARTMENT OF MINES AND TECHNICAL SURVEYS. MINES BRANCH. *A Study of Co-operative Research in the United Kingdom and its Application to Canadian Conditions*. [A Report to the National Productivity Council] by John Convey and V. A. Haw. Ottawa, 1963. Pp. 65.

65. CANADA. ROYAL COMMISSION ON BILINGUALISM AND BICULTURALISM. [Preliminary Report] Ottawa [Queen's Printer] 1965. Pp. 211.

André Laurendeau and A. Davidson Duntou, co-chairmen.

Title of French version: Rapport préliminaire de la Commission royale d'enquête sur le bilinguisme et le biculturalisme.

66. NATIONAL SEMINAR ON GUIDANCE AND COUNSELLING, GENEVA PARK, ONT., 1963. *Guidance and Counseling*; [Report. Toronto, Canadian Association for Adult Education, 1964] 3 parts.

Seminar held November 7th to 9th, 1963.

Contents: [1] 3 views [by] Hendry, Super [and] Beaussier. [2] Training & Research; Commission Reports. [3] Professionalism, Resources, Social Purposes; Commission Reports and Recommendations.

67. Ontario Federation of Labour (CLC). *Poverty in Ontario*, 1964. Toronto, 1964. Pp. 58.

Statement on Poverty adopted at the 8th Annual Convention of the OFL, October, 1964. Pp. 8.

68. THEOBALD, ROBERT. *Free Men and Free Markets*. New York, C. N. Potter, 1963. Pp. 203.

The author outlines a proposal for an Economic Security Plan which would safeguard everyone's income and analyzes the present economic situation.

69. UNITED NATIONS. ECONOMIC COMMISSION FOR LATIN AMERICA. *Possibilities of Integrated Industrial Development in Central America*. New York, United Nations, 1964. Pp. 54.

70. U.S. BUREAU OF LABOR STANDARDS. *The Inorganic Acids*. Washington, GPO, 1964. Pp. 27.

Discusses properties and characteristics of the common commercial forms of inorganic acids. Some examples are hydrochloric, nitric, and sulphuric acids.

Industrial Fatalities

(Continued from page 408)

In British Columbia, 232 fatalities were recorded. These included: 81 in forestry; 40 in mining and quarrying; 29 in construction; and 28 in manufacturing.

During the year, the greatest number of fatalities occurred in the construction industry, where there were 250 deaths. In manufacturing, 228 fatalities were recorded, and transportation, communication and other utilities accounted for 222. Fatalities in mining and quarrying numbered 159, in forestry 150, and in service 105.

Quarterly reviews of industrial fatalities were published in the July 1964 issue, p. 560; October 1964 issue, p. 862; January 1965 issue, p. 35; and April 1965 issue, p. 000.

Table H-5, on p. 000 of this issue, shows the number of industrial injuries reported by the Workmen's Compensation Boards of the ten provinces over the past five years. The distribution of industrial injuries is as follows: medical aid only; temporary disability; permanent disability; and fatal injuries.

Report of Conciliation Board

(Continued from page 431)

for the tractor-trailer drivers now receiving \$2.15 per hour who will get a seven-cent per hour increase and except for the tractor-trailer drivers now receiving \$2.28 per hour who will receive no increase.

The union acknowledges that the foregoing settlement of monetary issues has been approved by the union negotiating committee and has been referred to the membership and approved.

The company has agreed to institute the improvements in fringe benefits on December 1, 1964, on the understanding that the parties will forthwith resume negotiations on all other proposals not involving cost to the company and such other proposals when negotiated will become part of this memorandum of settlement.

Recent Regulations

(Continued from page 438)

Saskatchewan Apprenticeship and Tradesmen's Qualification Act

A recent amendment to the general regulations under the Saskatchewan Apprenticeship and Tradesmen's Qualification Act repealed the section requiring employers who employed tradesmen in 13 specified trades to register annually. As a result, after January 1, 1966, employers who employ trades-

Dated this 7th day of December, 1964.

H. W. Bacon Limited
Warehousemen & Miscellaneous
Drivers' Union Local 419 I.B. of
T.C.W. & H. of A.

The Board met with the parties on January 6 and February 2 in an attempt to clear up the non-monetary issues. We are pleased to report that considerable progress was made and feel confident the parties will resolve their remaining differences.

We regret the delay in reporting but expect to include the non-monetary details which are not yet completed.

All this respectfully submitted this 19th day of February, 1965, at Toronto, Ont.

(Sgd.) W. H. Dickie,
Chairman.

(Sgd.) D. Churchill-Smith,
Member.

(Sgd.) Paul Siren,
Member.

men for work in any of the following trades, or who work at these trades either by themselves or in partnership with another person, will not be required to pay an annual registration fee or post a certificate of registration: motor vehicle mechanics repair, motor vehicle body repair, electric arc welding, gas welding, sheet metal, plumbing, carpentry, bricklaying, pipefitting, radio and television electronics, barbering and beauty culture.

The amendment was gazetted on March 12 as Sask. Reg. 37/65.

Wage Schedules

(Continued from page 447)

DEPARTMENT OF TRANSPORT

Dartmouth N S: Western Plumbing & Heating Co Ltd, installation of power & water facilities, marine agency. *Halifax N S:* Deans Nursery Ltd, maintenance of horticultural grounds & interior plantings, International Airport. *Fredericton N B:* Capital Window Cleaners (1964) Ltd, cleaning Air Terminal Bldg, airport. *Moncton N B:* Vipond Automatic Sprinkler Co Ltd, installation of sprinkler system, hangar 6; Samuel H Steeves & Son Ltd, additions & alterations to temporary Air Terminal Bldg, airport. *Malton Ont:* American Building Mtce Co of Canada, exterior cleaning of bldgs, Toronto International Airport; J M Fuller Ltd, renovations to customs wing of post office bldg for materials laboratory & resident engineer's office, Toronto International Airport; P Susin Construction Co Ltd, cutting & removal of trees, etc, on approach to runway 05L, Toronto International Airport; Maple Lawn Tree Service, cutting & removal of trees, etc, on approach to runway 05L, Toronto International Airport. *Winnipeg Man:* H J Funk & Sons Ltd, construction of field electric centre, International Airport. *Fort Resolution N W T:* Pierre Petit Jean, flightway clearing & related work.

In addition, this Department awarded 21 contracts containing the General Fair Wages Clause.

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED APRIL 17, 1965

(estimates in thousands)

SOURCE: Labour Force Survey

—	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,968	592	1,986	2,548	1,198	644
Men.....	4,935	432	1,424	1,771	856	452
Women.....	2,033	160	562	777	342	192
14-19 years.....	648	63	209	206	119	51
20-24 years.....	892	92	310	278	139	73
25-44 years.....	3,098	233	892	1,169	519	285
45-64 years.....	2,111	182	525	805	381	218
65 years and over.....	219	22	50	90	40	17
Employed.....	6,597	516	1,853	2,468	1,146	614
Men.....	4,624	363	1,310	1,709	811	431
Women.....	1,973	153	543	759	335	183
Agriculture.....	563	30	115	135	262	21
Non-agriculture.....	6,034	486	1,738	2,333	884	593
Paid workers.....	5,518	435	1,569	2,159	816	539
Men.....	3,744	298	1,080	1,460	534	372
Women.....	1,774	137	489	699	282	167
Unemployed.....	371	76	133	80	52	30
Men.....	311	69	114	62	45	21
Women.....	60	*	19	18	*	*
Persons not in labour force.....	6,084	673	1,793	2,031	1,005	582
Men.....	1,531	196	437	482	259	157
Women.....	4,553	477	1,356	1,549	746	425

*Less than 10,000.

**TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED
APRIL 17, 1965, CANADA**

(estimates in thousands)

SOURCE: Labour Force Survey

	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over ⁽¹⁾	13,052	2,120	3,728	992	3,843	957	1,412
Labour force.....	6,968	648	3,582	821	1,030	668	219
Employed.....	6,597	585	3,408	738	1,008	649	209
Unemployed.....	371	63	174	83	22	19	10
Not in labour force.....	6,084	1,472	146	171	2,813	289	1,193
Participation rate ⁽²⁾							
1965, April 17.....	53.4	30.6	96.1	82.8	26.8	69.8	15.5
March 20.....	53.0	29.5	95.8	83.1	26.3	70.1	15.5
Unemployment rate ⁽³⁾							
1965, April 17.....	5.3	9.7	4.9	10.1	2.1	2.8	4.6
March 20.....	5.6	10.6	5.0	11.2	2.4	2.6	5.5

⁽¹⁾ Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

⁽²⁾ The Labour Force as a percentage of the population 14 years of age and over.

⁽³⁾ The unemployed as a percentage of the labour force.

TABLE A-3—UNEMPLOYED, WEEK ENDED APRIL 17, 1965

(estimates in thousands)

SOURCE: Labour Force Survey

	April 1965	March 1965	April 1964
Total Unemployed.....	371	387	(1) 403
On temporary layoff up to 30 days.....	26	25	23
Without work and seeking work.....	345	362	380
Seeking full-time work.....	330	343	365
Seeking part-time work.....	15	19	15
Seeking under 1 month.....	81	79	72
Seeking 1-3 months.....	111	142	123
Seeking 4-6 months.....	101	92	123
Seeking more than 6 months.....	52	49	62

⁽¹⁾ Because of the introduction of revised weighting factors in March 1965, small adjustments have been made to estimates published before that time. See DBS report, "The Labour Force, March 1965", page 8.

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY*

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ⁽¹⁾						Totals ⁽³⁾
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ⁽²⁾	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour income	
1960—Total.....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total.....	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
February.....	48.6	524.0	166.2	69.1	312.0	98.8	793.3	1,727.4	220.6	1,824.7
March.....	48.7	529.3	165.4							1,838.3
April.....	47.3	532.0	170.7							1,869.6
May.....	49.1	547.4	175.5	74.1	381.2	104.6	827.2	1,817.5	226.1	1,940.3
June.....	51.2	557.7	179.8							1,994.5
July.....	52.4	546.0	182.5							1,981.2
August.....	50.1	567.2	185.5	104.0	461.9	109.1	850.9	1,826.1	230.5	2,016.6
September.....	50.1	575.6	188.8							2,072.1
October.....	51.5	565.4	185.7							2,051.8
November.....	51.7	565.9	181.3	96.4*	426.8*	108.4*	887.2*	1,876.5*	232.6*	2,033.6
December.....	51.4	551.5	178.4							1,978.6
1965—										
January*.....	52.4	566.1	182.3							1,990.4
February†.....	53.1	563.6	180.1							1,939.9

Seasonally Adjusted

1960—Total.....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total.....	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
February.....	49.1	534.6	172.8	81.3	386.9	102.0	812.9	1,744.1	223.8	1,896.5
March.....	49.8	537.3	173.8							1,904.0
April.....	49.2	536.8	174.8							1,914.0
May.....	49.4	541.9	174.9	86.7	382.3	104.1	829.0	1,787.9	226.1	1,925.9
June.....	50.0	544.9	175.4							1,934.5
July.....	50.3	549.7	177.1							1,955.4
August.....	49.8	558.0	177.3	90.4	390.3	106.3	850.3	1,841.8	228.9	1,972.3
September.....	49.8	561.7	183.8							1,998.6
October.....	51.0	557.7	182.2							1,999.5
November.....	51.5	564.0	179.8	85.1*	422.4*	108.4*	866.4*	1,873.9*	230.9*	2,014.0
December.....	51.8	563.3	183.7							2,020.2
1965—										
January*.....	53.0	578.5	186.3							2,062.2
February†.....	53.6	574.5	187.0							2,073.2

⁽¹⁾Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

⁽²⁾Includes post office wages and salaries.

⁽³⁾Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at January 1965 employers in the principal non-agricultural industries reported a total employment of 3,096,446. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics or hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite ^[1]			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
Averages						
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960.....	118.7	176.5	75.83	109.5	177.8	78.19
1961.....	118.1	182.0	78.17	109.9	183.6	80.73
1962.....	121.5	187.6	80.59	113.3	189.2	83.17
1963.....	124.6	194.2	83.43	116.4	196.1	86.24
1964—						
January.....	123.3	198.1	85.10	117.0	200.9	88.83
February.....	123.0	199.6	85.74	117.7	202.4	88.98
March.....	123.5	198.5	85.27	118.4	202.0	88.82
April.....	124.6	201.0	87.33	118.6	203.9	89.66
May.....	129.1	202.0	86.80	121.4	204.8	90.05
June.....	133.4	201.6	86.62	124.2	204.1	89.73
July.....	134.0	202.0	86.76	122.6	202.7	89.11
August.....	136.4	203.0	87.19	126.4	203.9	89.65
September.....	136.2	204.8	88.00	126.3	207.0	91.01
October.....	134.7	205.9	88.47	123.6	207.3	91.15
November.....	134.7	204.7	87.94	124.4	206.8	90.91
December*.....	131.2	199.1	85.53	121.8	201.6	88.66
1965—						
January†.....	129.3	207.7	89.24	122.5	201.2	92.41

^[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Jan. 1965	Dec. 1964	Jan. 1964	Jan. 1965	Dec. 1964	Jan. 1964
Provinces				\$	\$	\$
Atlantic Region.....	107.3	110.0	103.7	74.11	71.62	72.06
Newfoundland.....	133.3	137.3	126.0	81.06	79.46	76.45
Prince Edward Island.....	118.0	126.4	117.8	64.33	63.09	62.73
Nova Scotia.....	97.3	99.7	94.8	73.89	67.93	71.00
New Brunswick.....	107.6	109.6	104.2	76.44	72.15	71.58
Quebec.....	128.2	130.5	122.5	86.54	83.15	82.49
Ontario.....	133.9	135.2	126.8	92.34	88.67	88.66
Prairie Region.....	136.2	138.1	130.7	85.33	82.56	81.56
Manitoba.....	114.4	116.1	111.6	80.02	78.46	77.82
Saskatchewan.....	125.7	130.7	121.3	84.14	82.06	80.06
Alberta (including Northwest Territories).....	167.4	167.8	158.0	90.07	86.12	85.28
British Columbia (including Yukon).....	122.7	124.9	118.0	98.39	92.83	91.44
Canada.....	129.3	131.2	123.3	89.24	85.53	85.10
Urban areas						
St. John's.....	145.6	148.5	140.3	67.37	65.43	63.64
Sydney.....	77.6	78.9	77.5	83.95	70.40	85.97
Halifax.....	132.3	135.4	130.3	77.39	72.28	72.44
Moncton.....	106.4	115.9	101.2	69.88	65.73	66.54
Saint John.....	113.7	113.6	111.9	74.97	70.15	70.79
Chicoutimi—Jonquiere.....	114.3	116.9	113.1	102.41	101.56	100.29
Quebec.....	126.7	130.6	121.5	75.99	74.01	72.62
Sherbrooke.....	120.0	122.5	116.4	74.35	71.17	72.08
Shawinigan.....	106.0	106.0	103.8	92.28	85.66	90.49
Three Rivers.....	115.8	123.0	114.1	80.49	75.18	77.20
Drummondville.....	97.6	99.5	91.0	72.78	66.88	68.37
Montreal.....	136.5	137.6	129.2	88.08	84.18	84.18
Ottawa—Hull.....	140.8	142.9	134.7	82.82	79.72	79.13
Kingston.....	136.2	134.8	126.2	92.44	86.61	83.40
Peterborough.....	109.0	111.7	102.9	95.67	95.26	92.21
Oshawa.....	247.8	237.4	223.0	125.97	111.66	115.07
Toronto.....	149.7	151.4	142.5	92.13	88.93	89.08
Hamilton.....	126.7	127.5	118.0	97.55	92.31	93.69
St. Catharines.....	129.6	126.5	118.7	108.73	106.69	101.45
Niagara Falls.....	99.3	98.4	90.6	94.29	89.04	87.72
Brantford.....	94.5	95.7	89.6	85.32	80.51	81.28
Guelph.....	140.2	141.5	129.1	82.11	78.24	78.48
Galt.....	128.9	130.9	128.5	81.88	77.01	77.15
Kitchener.....	152.2	153.1	146.0	81.64	77.34	78.80
Sudbury.....	140.8	141.6	122.3	100.13	100.85	95.55
Timmins.....	84.2	85.9	85.6	79.73	77.95	75.80
London.....	146.0	146.6	141.1	83.39	80.74	80.44
Sarnia.....	135.1	136.0	131.6	113.17	109.92	109.58
Windsor.....	91.5	91.2	81.8	92.45	93.40	98.32
Sault Ste. Marie.....	152.2	157.1	145.6	106.86	103.19	107.84
Port William—Port Arthur.....	110.3	115.3	103.3	86.86	84.58	82.66
Winnipeg.....	117.5	119.5	113.9	76.82	75.31	74.92
Regina.....	149.5	156.2	144.6	82.55	79.76	79.38
Saskatoon.....	153.1	156.0	139.1	79.03	75.63	74.58
Edmonton.....	217.5	220.2	202.2	82.42	78.82	78.78
Calgary.....	194.2	196.6	180.5	88.24	85.60	84.28
Vancouver.....	126.0	128.3	120.1	96.16	92.52	90.38
Victoria.....	126.2	130.0	120.8	83.43	83.18	81.90

This is the first appearance of a new monthly table, providing estimates of employees in the eight industry divisions for which index numbers of employment have been published for many years in *Employment and Payrolls* (Tables C-1 and C-2). The data are derived by combining employment figures from the survey of larger establishments with estimates obtained from a monthly sample survey of smaller establishments.

The estimates of employees are considered, for most purposes, to be more reliable indicators of changes in employment than the larger-establishment employment indexes.

However, the nature of the new sample survey does not permit the publication of industry detail below the industry division level or of

geographic detail below the provincial level, and the larger-establishment employment indexes will remain the only source of current information of that type.

The data refer to employees of establishments who are paid for rendering current service or are on paid absence during the reference period. The employee concept excludes employers, own account workers, unpaid family workers, employees usually working less than the equivalent of one full day a week, employees temporarily absent without pay, and persons providing services to the establishment on the basis of a fee for services rendered. Conceptually, the data relate to the last pay period in each month specified.

TABLE C-2a—ESTIMATES OF EMPLOYEES, BY INDUSTRY, PROVINCES AND CANADA

Basis: Revised Standard Industrial Classification

Industry	Month and year	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Canada
							in thousands					
Forestry.....	Dec. 1964 ^a	3.9	0.1	1.5	6.7	22.3	15.1	1.0	0.2	2.3	14.8	67.9
	Nov. 1964 ^a	4.7	0.1	2.1	9.1	28.8	14.5	0.8	0.2	2.3	19.9	82.5
	Dec. 1963	3.9	—	1.3	8.2	22.6	14.4	1.0	0.2	2.5	15.2	69.4
Mines, quarries and oil wells.....	Dec. 1964 ^a	5.2	—	7.9	2.1	23.9	31.1	4.8	4.0	18.9	7.7	105.5
	Nov. 1964 ^a	5.4	—	7.8	2.1	24.9	31.7	4.9	4.0	18.5	7.9	107.3
	Dec. 1963	4.4	—	8.0	1.6	23.3	31.9	4.8	3.7	18.7	8.0	104.3
Manufacturing industries.....	Dec. 1964 ^a	10.4	1.6	29.7	22.0	464.3	712.7	46.1	13.0	43.4	103.9	1,447.2
	Nov. 1964 ^a	11.4	2.4	30.9	23.2	472.8	727.0	47.7	13.8	44.1	108.4	1,486.8
	Dec. 1963	10.7	1.5	28.1	21.8	435.7	669.6	43.6	12.5	40.8	103.0	1,387.1
Non-durable goods manufacturing.....	Dec. 1964 ^a	8.1	1.2	15.5	13.6	294.8	319.1	26.3	9.1	23.1	38.4	749.2
	Nov. 1964 ^a	8.8	1.9	16.4	14.2	304.8	328.4	27.6	9.5	23.8	40.0	775.3
	Dec. 1963	7.9	1.1	15.2	13.1	277.4	307.7	24.2	8.7	22.5	37.1	714.8
Durable goods manufacturing.....	Dec. 1964 ^a	2.3	0.4	14.2	8.4	169.6	393.6	19.8	4.0	20.2	65.5	698.1
	Nov. 1964 ^a	2.6	0.5	14.5	9.1	173.0	398.6	20.2	4.3	20.2	68.5	711.4
	Dec. 1963	2.8	0.4	12.9	8.7	158.3	361.9	19.4	3.8	18.3	65.9	652.3
Construction.....	Dec. 1964 ^a	5.5	0.9	8.5	7.4	90.3	115.5	11.2	9.8	29.5	23.3	295.0
	Nov. 1964 ^a	8.1	1.2	10.8	9.2	102.6	131.2	14.4	12.4	28.6	29.0	347.4
	Dec. 1963	5.8	1.1	7.2	5.9	79.6	101.3	11.9	9.7	21.7	20.8	265.0
Transportation, communication and other utilities.....	Dec. 1964 ^a	13.4	2.4	22.7	21.6	154.1	193.4	40.2	25.2	46.1	65.6	584.6
	Nov. 1964 ^a	14.6	2.7	21.9	19.4	160.8	199.5	40.5	26.2	47.0	66.0	598.6
	Dec. 1963	12.4	2.6	22.3	21.2	146.0	182.8	39.8	25.9	44.1	60.8	558.0
Trade.....	Dec. 1964 ^a	15.1	3.5	26.7	22.9	228.6	358.0	48.5	35.1	67.7	90.8	896.9
	Nov. 1964 ^a	15.1	3.9	27.7	23.2	231.4	356.7	48.1	35.1	67.2	90.3	898.6
	Dec. 1963	13.9	3.5	26.8	22.8	221.7	344.9	46.3	33.2	66.5	86.0	865.8
Finance, insurance and real estate.....	Dec. 1964 ^a	1.3	0.5	5.4	3.9	66.2	98.2	11.2	6.8	13.2	20.2	227.2
	Nov. 1964 ^a	1.4	0.5	5.4	3.9	66.2	98.2	11.2	6.8	13.2	20.2	227.2
	Dec. 1963	1.3	0.5	5.3	3.8	63.6	94.0	11.0	6.3	13.1	18.6	217.5
Service (commercial sector) (1).....	Dec. 1964 ^a	4.1	1.3	10.3	6.7	118.9	177.6	22.6	13.1	34.1	49.6	438.4
	Nov. 1964 ^a	4.4	1.4	10.7	7.1	120.9	182.5	23.0	13.4	34.9	50.5	448.8
	Dec. 1963	3.7	1.2	9.5	6.5	109.3	164.0	21.0	12.5	30.8	43.3	401.7
Total—specified industries.....	Dec. 1964 ^a	59.0	10.4	112.7	93.3	1,168.8	1,701.5	135.7	107.2	248.2	375.9	4,062.9
	Nov. 1964 ^a	65.0	12.2	117.4	97.2	1,213.4	1,741.4	150.6	112.0	256.2	392.3	4,107.7
	Dec. 1963	56.1	10.4	108.5	91.8	1,101.8	1,602.9	179.4	104.0	238.2	335.7	3,848.8

(1) Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic services and miscellaneous services).
^a Preliminary figures. Revised figures. Note: Estimates may not add to totals due to rounding.

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Jan. 1965	Dec. 1964	Jan. 1964	Jan. 1965	Dec. 1964	Jan. 1964
Mining	116.4	115.5	112.7	\$ 110.43	\$ 101.55	\$ 105.99
Metal mining.....	131.5	129.7	124.4	109.25	106.54	105.03
Gold.....	59.9	59.9	64.3	88.63	88.16	86.72
Other metal.....	197.9	194.4	180.4	115.05	111.80	111.10
Fuels.....	88.1	86.9	88.3	117.68	105.70	112.65
Coal.....	36.6	38.7	39.6	85.16	65.18	84.34
Oil and natural gas.....	297.1	282.7	285.5	133.91	128.20	128.60
Non-metal.....	131.4	135.2	131.3	101.48	93.74	96.91
Manufacturing	122.5	121.9	117.0	\$ 92.41	\$ 88.65	\$ 88.83
Durable goods.....	132.7	131.4	123.9	99.90	94.86	95.86
Non-durable goods.....	114.0	113.9	111.3	85.11	82.66	82.29
Food and beverages.....	109.0	111.3	107.3	81.70	79.59	78.48
Meat products.....	135.6	136.4	131.3	88.87	87.24	85.49
Canned and preserved fruits and vegetables.....	89.8	94.2	84.7	74.02	66.59	70.34
Grain mill products.....	90.3	92.3	95.0	90.36	85.53	87.11
Bread and other bakery products.....	111.0	112.9	109.5	76.46	76.56	73.85
Distilled and malt liquors.....	92.1	95.9	91.1	114.02	113.78	109.57
Tobacco and tobacco products.....	105.2	104.0	106.7	85.29	80.77	80.23
Rubber products.....	120.6	116.8	115.5	93.70	90.79	91.29
Leather products.....	89.4	87.6	89.7	62.99	56.67	60.83
Boots and shoes (except rubber).....	91.4	88.7	94.4	61.44	54.26	59.25
Other leather products.....	85.7	85.6	81.3	65.99	61.21	64.16
Textile products (except clothing).....	90.1	91.2	87.9	74.34	70.10	71.29
Cotton yarn and broad woven goods.....	76.8	78.2	76.4	71.34	67.23	68.99
Woolen goods.....	63.0	65.3	65.2	67.53	62.69	65.08
Synthetic textiles and silk.....	116.1	115.6	104.0	82.64	78.26	77.82
Clothing (textile and fur).....	101.6	98.0	99.2	57.32	51.85	55.90
Men's clothing.....	108.2	104.8	103.1	56.31	50.94	55.33
Women's clothing.....	113.4	106.8	110.7	58.27	50.91	57.30
Knit goods.....	77.9	76.0	75.9	58.16	53.24	55.34
Wood products.....	114.0	112.7	112.1	81.04	74.17	76.20
Saw and planing mills.....	115.4	113.7	115.2	84.92	76.66	78.63
Furniture.....	128.4	127.4	121.8	75.50	71.18	73.43
Other wood products.....	78.2	78.4	77.6	69.39	65.12	66.26
Paper products.....	131.6	133.9	126.2	105.90	106.13	102.34
Pulp and paper mills.....	129.6	132.7	126.1	114.72	117.31	110.35
Other paper products.....	136.4	136.6	126.5	86.06	80.37	83.17
Printing, publishing and allied industries.....	126.9	126.5	125.8	98.80	96.24	96.17
Iron and steel products.....	125.8	124.4	114.8	103.14	97.25	100.07
Agricultural implements.....	75.5	72.4	71.3	105.83	99.27	107.25
Fabricated and structural steel.....	170.6	168.6	140.8	104.25	98.76	100.83
Hardware and tools.....	132.3	130.9	119.3	90.93	86.63	88.44
Heating and cooking appliances.....	110.9	109.1	105.9	89.45	84.67	87.39
Iron castings.....	113.2	110.2	104.8	99.68	90.82	95.77
Machinery, industrial.....	153.1	152.3	136.7	99.92	95.38	96.96
Primary iron and steel.....	145.1	144.9	133.0	117.73	113.03	113.95
Sheet metal products.....	121.4	120.6	115.3	98.93	91.20	96.19
Wire and wire products.....	135.6	131.5	119.7	102.39	93.37	98.21
Transportation equipment.....	136.1	133.6	125.7	109.37	109.06	105.88
Aircraft and parts.....	253.7	256.5	249.2	109.55	105.42	106.87
Motor vehicles.....	161.3	157.3	143.5	122.00	120.04	122.92
Motor vehicle parts and accessories.....	168.5	160.5	150.9	112.39	105.60	105.77
Railroad and rolling stock equipment.....	62.2	62.5	56.4	95.63	93.67	90.77
Shipbuilding and repairing.....	143.6	140.2	141.1	97.55	90.08	91.36
Non-ferrous metal products.....	134.2	134.6	126.9	103.30	102.72	99.87
Aluminum products.....	136.7	141.4	140.7	100.17	96.46	96.68
Brass and copper products.....	118.9	117.9	111.9	99.51	93.51	98.50
Smelting and refining.....	145.3	146.0	135.4	112.81	116.72	109.14
Electrical apparatus and supplies.....	165.8	164.4	155.8	97.67	92.71	93.02
Heavy electrical machinery.....	123.7	122.3	116.6	104.27	102.57	99.48
Telecommunication equipment.....	288.2	289.9	278.4	94.42	89.03	89.78
Non-metallic mineral products.....	156.0	156.3	142.3	97.64	92.52	93.09
Clay products.....	89.4	90.0	78.4	86.11	82.56	83.11
Glass and glass products.....	181.6	177.3	166.6	94.08	91.80	91.65
Products of petroleum and coal.....	138.6	138.7	137.4	133.85	134.84	129.31
Petroleum refining and products.....	141.6	141.5	140.6	134.66	135.70	130.06
Chemical products.....	140.8	140.8	136.0	107.04	106.43	104.13
Medicinal and pharmaceutical preparations.....	129.9	129.1	125.8	96.75	94.22	92.97
Acids, alkalis and salts.....	160.9	162.6	154.1	120.92	121.87	116.37
Miscellaneous manufacturing industries.....	161.7	160.4	155.0	80.24	77.13	78.59
Construction	117.4	120.1	108.8	\$ 99.15	\$ 85.04	\$ 92.57
Building and general engineering.....	124.1	122.2	113.6	105.64	89.24	98.68
Highways, bridges and streets.....	106.4	116.5	100.8	86.69	79.53	81.22
Electric and motor transportation	151.9	152.5	144.4	\$ 93.14	\$ 91.27	\$ 89.83
Service	185.7	185.4	167.6	\$ 63.25	\$ 62.48	\$ 60.10
Hotels and restaurants.....	185.0	186.0	142.9	47.44	47.18	46.04
Laundries and dry cleaning plants.....	162.8	163.3	144.3	55.18	54.13	52.52
Industrial composite	129.3	131.2	123.3	\$ 89.24	\$ 85.53	\$ 85.10

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	Jan. 1965	Dec. 1964	Jan. 1964	Jan. 1965	Dec. 1964	Jan. 1964
				\$	\$	\$
Newfoundland.....	37.4	37.1	38.0	1.92	2.11	1.82
Nova Scotia.....	39.3	38.9	40.0	1.83	1.83	1.74
New Brunswick.....	41.6	38.5	41.5	1.79	1.88	1.75
Quebec.....	41.8	38.8	42.1	1.85	1.86	1.78
Ontario.....	40.9	39.1	41.4	2.20	2.17	2.10
Manitoba.....	40.4	38.9	40.3	1.86	1.88	1.81
Saskatchewan.....	39.3	38.8	38.6	2.15	2.17	2.07
Alberta (includes Northwest Territories).....	40.3	38.9	39.8	2.13	2.13	2.04
British Columbia (includes Yukon Territory).....	38.7	36.5	37.8	2.58	2.58	2.42

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Weekly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963.....	40.8	1.95	79.40	190.2	142.8
Last Pay Period in:					
1964—January.....	41.2	1.99	81.99	196.4	146.0
February.....	41.2	1.99	82.03	196.5	146.0
March.....	40.7	2.01	81.84	196.1	145.2
April.....	41.1	2.01	82.67	198.1	146.7
May.....	41.4	2.02	83.55	200.2	147.9
June.....	41.2	2.02	83.22	199.4	146.4
July.....	40.9	2.01	82.10	196.7	144.5
August.....	41.3	2.02	83.31	199.6	147.2
September.....	41.7	2.03	84.78	203.1	149.8
October.....	41.6	2.03	84.35	202.1	148.7
November.....	41.2	2.04	84.04	201.3	147.2
December*.....	38.8	2.08	80.65	193.2	141.1
1965—January†.....	40.9	2.08	85.36	204.5	149.1

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Jan. 1965	Dec. 1964	Jan. 1964	Jan. 1965	Dec. 1964	Jan. 1964	Jan. 1965	Dec. 1964	Jan. 1964
				\$	\$	\$	\$	\$	\$
Mining	42.7	39.9	42.9	2.36	2.37	2.27	100.96	94.59	97.38
Metal mining.....	42.2	41.4	42.6	2.42	2.42	2.33	102.20	100.30	99.12
Gold.....	42.3	42.1	43.9	1.91	1.92	1.84	80.79	80.88	80.82
Other metal.....	42.2	41.2	42.2	2.57	2.58	2.50	108.58	106.25	105.60
Fuels	43.6	34.5	44.0	2.29	2.32	2.17	99.71	79.95	95.66
Coal.....	42.9	31.0	43.6	1.93	1.94	1.92	82.83	60.14	83.64
Oil and natural gas.....	44.4	39.6	41.7	2.73	2.75	2.53	121.10	109.13	112.75
Non-metal	43.6	40.0	42.5	2.22	2.19	2.16	96.70	87.49	91.86
Manufacturing	40.9	38.8	41.2	2.08	2.08	1.99	85.36	80.65	81.99
Durable goods.....	41.5	39.3	41.7	2.26	2.23	2.16	93.92	87.77	90.10
Non-durable goods.....	40.4	38.2	40.6	1.89	1.92	1.82	76.47	73.36	74.04
Food and beverages.....	40.0	38.9	40.0	1.85	1.84	1.78	73.91	71.38	70.99
Meat products.....	40.2	40.1	39.7	2.08	2.05	2.00	83.79	82.35	79.60
Canned and preserved fruits and vegetables.....	40.6	35.8	40.6	1.58	1.53	1.50	64.10	54.66	60.96
Grain mill products.....	42.4	40.0	42.8	2.01	1.96	1.92	85.25	78.52	82.35
Bread and other bakery products.....	40.6	40.6	41.0	1.76	1.76	1.65	71.39	71.60	67.72
Distilled liquors.....	41.4	40.6	40.7	2.42	2.41	2.36	100.18	97.71	96.16
Malt liquors.....	39.0	40.4	38.4	2.60	2.60	2.56	101.20	105.28	98.53
Tobacco and tobacco products.....	39.4	35.2	38.6	1.98	2.11	1.91	78.10	74.08	73.83
Rubber products.....	41.9	39.4	42.1	2.10	2.12	2.04	88.08	83.50	85.76
Leather products.....	40.6	35.9	41.5	1.43	1.42	1.36	57.85	51.02	56.27
Boots and shoes (except rubber).....	40.7	35.3	41.6	1.39	1.38	1.32	56.59	48.76	54.77
Other leather products.....	40.2	37.0	41.1	1.50	1.50	1.45	60.36	55.45	59.50
Textile products (except clothing)	42.2	39.0	42.9	1.59	1.59	1.51	67.19	62.23	64.79
Cotton yarn and broad woven goods.....	41.4	38.3	42.5	1.62	1.63	1.53	67.14	62.49	65.22
Woolen goods.....	42.9	39.4	42.6	1.45	1.44	1.40	62.22	56.61	59.46
Synthetic textiles and silk.....	43.1	39.9	43.5	1.71	1.73	1.61	73.59	68.81	70.13
Clothing (textile and fur).....	38.6	34.4	39.3	1.36	1.34	1.30	52.35	45.96	51.13
Men's clothing.....	38.9	34.8	39.6	1.34	1.32	1.30	52.03	45.87	51.40
Women's clothing.....	36.7	31.2	37.6	1.47	1.43	1.40	53.82	44.70	52.69
Knit goods.....	41.7	37.9	41.5	1.27	1.26	1.21	52.95	47.93	50.12
Wood products	41.9	37.9	41.3	1.85	1.83	1.75	77.46	69.54	72.32
Saw and planing mills.....	41.6	37.1	40.6	1.99	1.98	1.87	82.78	73.41	75.88
Furniture.....	42.5	39.6	42.5	1.64	1.63	1.60	69.75	64.44	67.80
Other wood products.....	42.1	38.6	43.0	1.52	1.52	1.40	63.96	58.80	60.31
Paper products	41.4	40.7	41.3	2.40	2.45	2.32	99.37	99.57	95.98
Pulp and paper mills.....	41.6	41.8	41.5	2.59	2.66	2.50	108.04	110.89	103.87
Other paper products.....	40.6	37.9	40.9	1.91	1.86	1.84	77.57	70.47	75.11
Printing, publishing and allied industries	38.4	37.6	38.6	2.53	2.49	2.46	97.16	93.52	95.06
Iron and steel products	41.6	39.1	41.7	2.36	2.31	2.28	97.88	90.33	95.13
Agricultural implements.....	39.7	36.3	41.9	2.44	2.40	2.40	97.11	87.08	100.62
Fabricated and structural steel.....	41.7	39.6	41.5	2.31	2.24	2.21	96.07	88.75	91.78
Hardware and tools.....	42.9	40.6	43.2	1.99	1.95	1.92	85.19	79.20	83.15
Heating and cooking appliances.....	40.9	38.2	40.3	2.01	1.97	1.94	82.44	75.22	78.40
Iron castings.....	42.2	38.3	42.3	2.29	2.24	2.19	96.80	85.91	92.62
Machinery, industrial.....	42.6	40.1	42.5	2.22	2.19	2.15	94.44	87.89	91.21
Primary iron and steel.....	40.8	39.8	40.9	2.75	2.70	2.68	112.28	107.69	109.51
Sheet metal products.....	41.2	37.9	41.0	2.23	2.17	2.19	92.06	82.38	89.65
Wire and wire products.....	42.3	38.6	42.7	2.30	2.22	2.21	97.38	85.84	94.48
Transportation equipment	41.0	40.2	42.4	2.53	2.44	2.37	103.80	98.18	100.50
Aircraft and parts.....	41.4	39.7	42.4	2.37	2.33	2.31	98.23	92.23	97.75
Motor vehicles.....	40.1	42.0	44.1	2.89	2.66	2.64	115.77	111.49	116.57
Motor vehicle parts and accessories.....	43.1	40.5	43.5	2.52	2.50	2.34	108.43	101.47	101.75
Railroad and rolling stock equipment.....	40.4	40.2	40.4	2.32	2.28	2.20	93.71	91.77	88.92
Shipbuilding and repairing.....	39.9	36.8	39.9	2.39	2.35	2.24	95.34	86.54	89.52
Non-ferrous metal products	41.3	40.5	41.3	2.33	2.40	2.26	96.28	97.37	93.44
Aluminum products.....	41.6	39.8	42.0	2.08	2.05	2.05	86.69	81.68	86.20
Brass and copper products.....	42.7	40.0	43.2	2.22	2.20	2.20	95.10	88.11	94.94
Smelting and refining.....	40.6	41.3	40.5	2.60	2.72	2.52	105.58	112.25	102.21
Electrical apparatus and supplies	41.1	38.6	40.8	2.07	2.04	1.98	85.13	78.80	80.79
Heavy electrical machinery and equipment.....	41.5	40.1	40.8	2.29	2.30	2.19	95.22	92.34	89.57
Telecommunication equipment.....	40.2	38.1	39.4	1.86	1.81	1.80	74.66	69.14	70.71
Non-metallic mineral products	42.9	40.3	42.5	2.14	2.11	2.03	91.68	85.10	86.46
Clay products.....	42.0	39.8	41.9	1.90	1.91	1.82	79.65	75.97	76.36
Glass and glass products.....	41.6	41.3	41.7	2.15	2.10	2.07	89.20	86.83	86.47
Products of petroleum and coal.....	42.1	42.5	41.5	2.87	2.92	2.78	121.04	124.02	115.16
Petroleum refining and products.....	42.1	42.6	41.5	2.90	2.95	2.80	122.22	125.49	116.20
Chemical products.....	41.0	40.6	41.0	2.28	2.29	2.22	93.56	92.80	91.06
Medicinal and pharmaceutical preparations.....	40.2	39.4	39.9	1.81	1.77	1.74	72.91	69.67	69.38
Acids, alkalis and salts.....	41.0	41.0	40.9	2.63	2.65	2.54	107.93	108.76	103.87
Miscellaneous manufacturing industries.....	41.3	38.7	41.5	1.68	1.68	1.65	69.40	65.19	68.33
Construction	40.7	33.8	40.1	2.37	2.29	2.21	96.25	77.43	89.99
Building and general engineering.....	39.9	32.1	39.6	2.57	2.51	2.42	102.63	80.65	96.03
Highways, bridges and streets.....	42.4	37.3	41.2	1.94	1.90	1.85	82.27	70.91	76.41
Electric and motor transportation	44.1	43.3	43.6	2.12	2.12	2.06	93.36	91.64	89.71
Service	36.2	36.1	37.0	1.24	1.24	1.18	41.99	41.80	43.72
Hotels and restaurants.....	35.7	35.7	36.6	1.20	1.20	1.15	42.81	42.92	42.17
Laundries and dry cleaning plants.....	38.7	38.9	39.4	1.18	1.17	1.11	45.63	45.67	43.61

* Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section DBS. See also Technical Note, page 199, February 1965 issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS ON HAND

(Source: National Employment Service, Department of Labour)

Period	Unfilled Vacancies*			Registrations on Hand		
	Male	Female	Total	Male	Female	Total
End of:						
April 1960.....	15,913	14,487	30,400	581,558	174,874	756,432
April 1961.....	14,098	13,802	27,900	594,904	172,884	767,788
April 1962.....	25,557	18,868	44,425	496,099	146,551	642,650
April 1963.....	24,675	20,458	45,133	502,327	149,907	652,234
April 1964.....	28,985	22,337	51,322	445,744	141,472	587,216
May 1964.....	30,955	23,676	54,631	319,268	126,509	445,777
June 1964.....	28,693	21,359	50,052	266,490	140,069	406,559
July 1964.....	29,445	19,458	48,903	233,564	128,799	362,363
August 1964.....	30,171	24,058	54,229	197,724	109,554	307,278
September 1964.....	33,617	23,611	57,228	173,988	104,907	278,895
October 1964.....	29,159	19,727	48,886	203,340	110,611	313,951
November 1964.....	38,620	22,704	61,324	254,346	118,294	372,640
December 1964.....	25,171	14,758	39,929	378,125	130,721	508,846
January 1965.....	22,509	15,141	37,650	447,847	152,195	600,042
February 1965.....	23,167r	16,364	39,531r	453,555	153,426	606,981
March 1965 ⁽¹⁾	27,436	19,898	47,334	447,673	149,274	596,947
April 1965 ⁽¹⁾	35,076	24,548	59,624	397,193	142,760	539,953

⁽¹⁾ Latest figures subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

r. Revised.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1961-1964 AND DURING MONTH MARCH 1964—MARCH 1965

(Source: National Employment Service, Department of Labour.)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1961—Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year.....	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1964—Year.....	2,894,099	1,170,889	1,030,199	530,575	845,696	395,380
1964—March.....	215,718	74,565	66,580	34,818	50,178	24,578
1964—April.....	236,915	88,740	95,252	43,563	75,095	29,285
May.....	207,806	88,218	95,076	44,484	78,405	31,264
June.....	234,674	109,636	87,592	47,201	74,485	34,649
July.....	237,632	111,717	97,585	53,022	81,610	42,217
August.....	198,847	97,928	86,901	56,448	69,893	41,514
September.....	209,609	107,109	108,719	55,219	90,230	43,051
October.....	228,509	99,357	88,832	41,509	72,982	30,636
November.....	277,052	104,803	109,323	45,645	82,945	30,749
December.....	341,413	103,065	77,455	41,458	76,480	40,686
1965—January.....	272,107	100,622	65,179	34,426	53,989	23,938
February.....	207,415	79,029	62,727	32,744	49,152	22,308
March ⁽¹⁾	236,435	87,300	81,598	41,971	62,519	27,678

⁽¹⁾ Preliminary.

**TABLE D-3—PLACEMENTS EFFECTED BY INDUSTRY AND BY SEX
DURING MARCH 1965⁽¹⁾**

(Source: National Employment Service, Department of Labour.)

Industry Group	Male	Female	Total	Change from March 1964
Agriculture, Fishing, Trapping.....	1,117	133	1,250	+ 189
Forestry.....	1,061	19	1,080	+ 85
Mining, Quarrying and Oil Wells.....	1,124	61	1,185	+ 396
Metal Mining.....	611	8	619	+ 193
Fuels.....	304	26	330	+ 134
Non-Metal Mining.....	85	2	87	+ 68
Quarrying, Clay and Sand Pits.....	52	1	53	— 24
Prospecting.....	72	24	96	+ 25
Manufacturing.....	16,981	7,689	24,670	+ 4,697
Foods and beverages.....	1,689	1,119	2,808	+ 1,033
Tobacco and Tobacco Products.....	38	20	58	+ 24
Rubber Products.....	137	93	230	— 20
Leather Products.....	265	331	596	+ 102
Textile Products (except clothing).....	624	412	1,036	+ 93
Clothing (textile and fur).....	483	1,906	2,389	+ 240
Wood Products.....	2,277	298	2,575	+ 345
Paper Products.....	1,209	294	1,503	+ 235
Printing, Publishing and Allied Industries.....	751	623	1,374	+ 325
Iron and Steel Products.....	3,378	490	3,868	+ 617
Transportation Equipment.....	2,829	344	3,173	+ 375
Non-Ferrous Metal Products.....	539	218	757	+ 208
Electrical Apparatus and Supplies.....	649	547	1,196	+ 214
Non-Metallic Mineral Products.....	604	86	690	+ 221
Products of Petroleum and Coal.....	101	21	122	+ 49
Chemical Products.....	760	370	1,130	+ 337
Miscellaneous Manufacturing Industries.....	648	517	1,165	+ 299
Construction.....	10,307	193	10,500	+ 3,337
General Contractors.....	6,890	102	6,992	+ 2,422
Special Trade Contractors.....	3,417	91	3,508	+ 915
Transportation, Storage and Communication.....	4,316	391	4,707	+ 1,278
Transportation.....	3,773	200	3,973	+ 1,084
Storage.....	413	46	459	+ 124
Communication.....	130	145	275	+ 70
Public Utility Operation.....	214	62	276	— 10
Trade.....	9,212	4,625	13,837	+ 1,575
Wholesale.....	3,924	1,148	5,072	+ 820
Retail.....	5,288	3,477	8,765	+ 755
Finance, Insurance and Real Estate.....	718	1,161	1,879	+ 400
Service.....	17,469	13,344	30,813	+ 3,494
Community or Public Service.....	1,010	1,588	2,598	+ 700
Government Service.....	8,255	766	9,021	+ 1,283
Recreation Service.....	376	182	558	— 9
Business Service.....	1,692	674	2,366	+ 938
Personal Service.....	6,136	10,134	16,270	+ 3,148
GRAND TOTAL.....	62,519	27,678	90,197	+ 15,411

⁽¹⁾ Preliminary.

**TABLE D-4—REGISTRATIONS ON HAND BY OCCUPATION AND BY SEX
AS AT MARCH 31, 1965⁽¹⁾**

(Source: National Employment Service, Department of Labour.)

Occupational Group	Registrations on Hand		
	Male	Female	Total
Professional and Managerial Workers.....	8,737	2,016	10,753
Clerical Workers.....	19,976	45,955	65,931
Sales Workers.....	8,421	19,137	27,558
Personal and Domestic Service Workers.....	43,611	31,109	74,720
Seamen.....	4,137	105	4,242
Agriculture, Fishing, Forestry (Ex. log.).....	8,961	1,051	10,012
Skilled and Semi-Skilled Workers.....	195,719	17,948	213,667
Food and kindred products (incl. tobacco).....	1,650	665	2,315
Textiles, clothing, etc.....	2,179	10,416	12,595
Lumber and lumber products.....	30,785	146	30,931
Pulp, paper (incl. printing).....	1,426	518	1,944
Leather and leather products.....	1,115	897	2,012
Stone, clay and glass products.....	600	32	632
Metalworking.....	10,902	982	11,884
Electrical.....	2,005	1,006	3,011
Transportation equipment.....	454	52	506
Mining.....	1,698	—	1,698
Construction.....	57,293	12	57,305
Transportation (except seamen).....	41,925	124	42,049
Communications and public utility.....	821	2	823
Trade and service.....	5,399	1,860	7,259
Other skilled and semi-skilled.....	24,687	947	25,634
Foremen.....	4,996	273	5,269
Apprentices.....	7,784	16	7,800
Unskilled workers.....	153,111	31,953	190,064
Food and tobacco.....	7,097	10,207	17,304
Lumber and lumber products.....	18,958	488	19,446
Metalworking.....	4,081	712	4,793
Construction.....	85,664	6	85,670
Other unskilled workers.....	42,311	20,540	62,851
GRAND TOTAL.....	447,673	149,274	596,947

⁽¹⁾ Preliminary.

**TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS,
AT MARCH 31, 1965**

(Source: National Employment Service, Department of Labour).

Office	Registrations on Hand		Office	Registrations on Hand	
	(1) March 31, 1965	Previous Year March 31, 1964		(1) March 31, 1965	Previous Year March 31, 1964
Newfoundland.....	28,337	30,397	Quebec—Concluded		
Corner Brook.....	5,940	6,196	Sherbrooke.....	6,275	6,018
Grand Falls.....	3,358	3,195	Sorel.....	2,169	2,119
St. John's.....	19,039	21,006	Thetford Mines.....	2,294	2,132
Prince Edward Island.....	5,224	5,681	Trois-Rivières.....	5,567	6,141
Charlottetown.....	3,443	3,637	Val-d'Or.....	2,274	3,092
Summerside.....	1,781	2,044	Valleyfield.....	2,741	2,291
Nova Scotia.....	29,828	37,728	Victoriaville.....	2,420	2,575
Amherst.....	1,190	1,265	Ville St. Georges.....	4,193	4,436
Bridgewater.....	1,890	2,185	Ontario.....	164,413	183,426
Halifax.....	5,845	6,981	Auriprior.....	403	475
Inverness.....	1,201	1,254	Barrie.....	1,342	1,639
Kentville.....	3,290	3,588	Belleville.....	2,096	2,240
Liverpool.....	667	872	Bracebridge.....	1,410	1,546
New Glasgow.....	3,221	4,446	Brampton.....	1,648	1,372
Springhill.....	983	1,205	Brantford.....	1,889	2,118
Sydney.....	4,549	8,288	Brockville.....	672	699
Sydney Mines.....	1,733	1,846	Carleton Place.....	450	381
Truro.....	1,945	2,204	Chatham.....	2,088	2,257
Yarmouth.....	3,314	3,594	Cobourg.....	966	873
New Brunswick.....	32,058	34,509	Collingwood.....	1,060	868
Bathurst.....	6,204	6,603	Cornwall.....	2,787	3,267
Campbellton.....	3,223	3,102	Elliot Lake.....	462	477
Edmundston.....	2,654	2,851	Fort Erie.....	570	737
Fredericton.....	1,986	2,248	Fort Frances.....	1,054	1,130
Minto.....	412	458	Fort William.....	2,484	3,359
Moncton(2).....	7,672	8,281	Galt.....	1,161	1,077
Newcastle.....	3,708	3,348	Gananoque.....	318	370
Saint John.....	2,844	3,352	Goderich.....	571	664
St. Stephen.....	1,107	1,611	Guelph.....	1,233	1,308
Sussex.....	612	740	Hamilton.....	10,278	12,730
Woodstock.....	1,636	1,915	Hawkesbury.....	1,038	1,230
Quebec.....	200,781	217,374	Kapusking.....	849	1,286
Alma.....	2,249	2,441	Kenora.....	1,554	1,341
Asbestos.....	904	969	Kingston.....	2,262	2,188
Baie Comeau.....	1,489	1,243	Kirkland Lake.....	920	938
Beauharnois.....	1,261	1,412	Kitchener.....	2,083	2,510
Buckingham.....	1,417	1,551	Leamington.....	956	1,225
Causapscal.....	3,065	3,359	Lindsay.....	711	789
Chandler.....	2,569	2,898	Listowel.....	338	413
Chicoutimi.....	2,630	3,014	London.....	4,524	4,797
Cowansville.....	496	516	Long Branch.....	3,375	3,652
Dolbeau.....	2,240	2,382	Midland.....	1,405	1,223
Drummondville.....	2,504	2,418	Napanee.....	671	783
Farnham.....	558	545	New Liskeard.....	434	561
Forestville.....	1,236	1,718	Newmarket.....	1,419	1,449
Gaspé.....	1,855	2,597	Niagara Falls.....	2,237	2,761
Granby.....	2,363	2,289	North Bay.....	1,834	2,333
Hull.....	5,042	5,242	Oakville.....	769	827
Joliette.....	4,609	4,845	Orillia.....	1,123	1,035
Jonquière.....	2,807	2,686	Oshawa.....	4,231	4,451
Lachute.....	956	1,011	Ottawa.....	6,649	8,077
Lac-Mégantic.....	1,788	1,671	Owen Sound.....	1,759	1,728
La Malbaie.....	2,898	3,050	Parry Sound.....	577	769
La Tuque.....	1,079	1,146	Pembroke.....	2,022	2,342
Lévis.....	4,689	5,203	Perth.....	798	716
Louisville.....	1,482	1,581	Peterborough.....	2,853	3,289
Magog.....	948	810	Picton.....	550	552
Maniwaki.....	1,597	1,526	Port Arthur.....	3,617	4,988
Matane.....	3,503	3,465	Port Colborne.....	638	814
Mont-Laurier.....	1,566	1,523	Prescott.....	863	972
Montmagny.....	2,716	2,864	Renfrew.....	605	612
Montréal.....	54,730	63,845	St. Catharines.....	3,509	3,740
New Richmond.....	2,166	2,683	St. Thomas.....	1,125	954
Port Alfred.....	1,759	1,860	Sarnia.....	2,165	2,746
Québec.....	15,564	16,576	Sault Ste. Marie.....	2,633	3,358
Rimouski.....	4,693	5,088	Simcoe.....	1,565	1,677
Rivière-du-Loup.....	6,784	6,589	Smiths Falls.....	520	596
Roberval.....	1,699	1,802	Stratford.....	716	628
Rouyn.....	3,148	3,923	Sturgeon Falls.....	887	1,223
Ste. Agathe des Monts.....	1,564	1,668	Sudbury.....	3,387	4,928
Ste. Anne de Bellevue.....	1,537	1,340	Tillsonburg.....	570	690
Ste. Thérèse.....	2,321	2,612	Timmins.....	2,283	2,219
St. Hyacinthe.....	2,364	2,340	Toronto.....	42,319	44,989
St. Jean.....	2,529	2,266	Trenton.....	879	883
St. Jerome.....	2,085	2,102	Walkerton.....	763	949
Sept-Iles.....	2,219	2,407	Wallaceburg.....	622	784
Shawinigan.....	5,170	5,494	Welland.....	1,892	2,064
			Weston.....	3,387	3,422
			Windsor.....	5,779	6,522
			Woodstock.....	806	846

**TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS,
AT MARCH 31, 1965**

(Source: National Employment Service, Department of Labour).

Office	Registrations on Hand		Office	Registrations on Hand	
	(1) March 31, 1965	Previous Year March 31, 1964		(1) March 31, 1965	Previous Year March 31, 1964
Manitoba.....	26,293	29,801	British Columbia.....	57,637	63,020
Brandon.....	2,453	2,618	Chilliwack.....	1,639	2,061
Dauphin.....	1,661	2,008	Courtenay.....	846	1,048
Flin Flon.....	197	236	Cranbrook.....	1,333	1,389
Portage la Prairie.....	1,352	1,424	Dawson Creek.....	1,418	1,495
The Pas.....	515	525	Duncan.....	536	685
Winnipeg.....	20,115	22,990	Kamloops.....	2,065	1,917
Saskatchewan.....	21,021	21,672	Kelowna.....	2,120	1,857
Estevan.....	433	484	Mission City.....	939	1,265
Lloydminster.....	514	472	Nanaimo.....	726	954
Moose Jaw.....	1,632	1,501	Nelson.....	885	966
North Battleford.....	1,547	1,510	New Westminster.....	7,237	8,699
Prince Albert.....	2,577	2,764	Penticton.....	2,439	2,199
Regina.....	5,259	5,297	Port Alberni.....	624	824
Saskatoon.....	4,959	5,195	Prince George.....	1,742	1,737
Swift Current.....	1,053	995	Prince Rupert.....	1,523	1,725
Weyburn.....	451	466	Quesnel.....	1,056	967
Yorkton.....	2,596	2,988	Trail.....	937	1,031
Alberta.....	31,355	37,000	Vancouver.....	23,634	25,158
Blairmore.....	476	500	Vernon.....	2,148	2,032
Calgary.....	9,567	11,561	Victoria.....	3,271	4,384
Drumheller.....	576	752	Whitehorse.....	519	627
Edmonton.....	13,573	16,713	CANADA.....	596,947	660,608
Edson.....	320	520			
Grande Prairie.....	1,032	954	Males.....	447,673	511,312
Lethbridge.....	2,752	2,810			
Medicine Hat.....	1,392	1,475	Females.....	149,274	149,296
Red Deer.....	1,667	1,715			

(1) Preliminary.

(2) Includes 1,478 registrations reported by the Iles-de-la-Madeleine, Que. local office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 208, February 1965 issue.

**TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1965—January.....	4,439,000	3,891,200	547,800
1964—December.....	4,475,000	3,996,800	478,200
November.....	4,369,000	4,094,500	274,500
October.....	4,298,000	4,083,500	214,500
September.....	4,304,000	4,130,400	173,600
August.....	4,330,000	4,148,000	182,000
July.....	4,271,000	4,065,700	205,300
June.....	4,241,000	4,039,100	201,900
May.....	4,173,000	3,922,900	250,100
April.....	4,280,000	3,782,300	497,700
March.....	4,348,000	3,750,700	597,300
February.....	4,339,000	3,731,900	607,100
January.....	4,334,000	3,735,400	598,600

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES
BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX,
FEBRUARY 26, 1965**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

(Counted on last working day of the month)

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1-4	5-13	14-26	27 or more*	Jan. 29, 1965	Feb. 28, 1964
CANADA.....	559,234	169,305	301,901	64,526	23,502	547,842	607,144
Male.....	428,871	130,861	243,554	41,409	13,047	419,881	473,781
Female.....	130,363	38,444	58,347	23,117	10,455	127,961	133,363
Newfoundland.....	35,804	6,860	25,603	2,834	507	33,842	37,058
Male.....	33,546	6,244	24,607	2,390	305	31,812	34,545
Female.....	2,258	616	996	444	202	2,030	2,513
Prince Edward Island.....	6,866	907	5,489	414	56	6,740	7,105
Male.....	5,630	710	4,576	308	36	5,515	5,941
Female.....	1,236	197	913	106	20	1,225	1,164
Nova Scotia.....	35,149	8,566	22,003	3,204	1,376	33,831	37,611
Male.....	29,483	6,911	19,219	2,340	1,013	28,753	32,148
Female.....	5,666	1,655	2,784	864	363	5,078	5,463
New Brunswick.....	35,331	7,742	22,869	3,830	890	33,785	36,990
Male.....	28,832	6,561	19,370	2,416	485	27,322	30,301
Female.....	6,499	1,181	3,499	1,414	405	6,463	6,689
Quebec.....	174,374	60,856	86,384	19,292	7,842	164,245	186,445
Male.....	141,413	51,466	72,506	13,343	4,098	130,526	151,747
Female.....	32,961	9,390	13,878	5,949	3,744	33,719	34,698
Ontario.....	142,636	46,403	69,703	18,103	8,427	137,803	165,567
Male.....	94,180	31,690	47,924	9,929	4,637	91,106	117,309
Female.....	48,456	14,713	21,779	8,174	3,790	46,697	48,258
Manitoba.....	24,825	7,068	13,669	3,607	481	26,544	26,859
Male.....	19,052	5,201	11,121	2,390	340	19,771	20,398
Female.....	5,773	1,867	2,548	1,217	141	6,773	6,461
Saskatchewan.....	20,072	5,113	12,231	2,313	415	19,275	20,361
Male.....	15,797	3,826	10,328	1,450	193	15,619	16,353
Female.....	4,275	1,287	1,903	863	222	3,656	4,008
Alberta.....	28,119	8,632	14,159	4,193	1,135	27,506	33,122
Male.....	21,522	6,673	11,465	2,773	711	21,247	25,886
Female.....	6,597	2,059	2,694	1,420	424	6,259	7,236
British Columbia.....	56,058	17,158	29,791	6,736	2,373	64,271	56,026
Male.....	39,416	11,679	22,438	4,070	1,229	48,210	39,153
Female.....	16,642	5,479	7,353	2,666	1,144	16,061	16,873

*The bulk of the cases in this group were on claim from 27-39 weeks.

Note: Values less than 50 subject to relatively large sampling variability.

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE,
FEBRUARY 1965**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	5,396	4,401	995	6,093	4,851	1,242	2,255
Prince Edward Island.....	905	774	131	1,163	988	175	238
Nova Scotia.....	7,518	5,664	1,854	8,990	7,662	1,328	2,025
New Brunswick.....	7,253	5,911	1,342	7,918	6,622	1,296	2,596
Quebec.....	55,867	41,758	14,109	61,919	50,786	11,133	22,123
Ontario.....	47,593	36,748	10,845	52,723	41,499	11,224	17,472
Manitoba.....	6,537	5,224	1,313	7,438	6,122	1,316	2,195
Saskatchewan.....	4,368	3,724	644	5,146	4,072	1,074	1,307
Alberta.....	8,431	6,515	1,916	9,602	7,373	2,229	2,588
British Columbia (incl. Yukon Terri- tory).....	16,131	12,030	4,101	18,695	14,371	4,324	5,532
Total, Canada, February 1965.....	159,999	122,749	37,250	179,687	144,346	35,341	58,331
Total, Canada, January 1965.....	230,167	181,035	49,132	280,230	228,790	51,440	78,019
Total, Canada, February 1964.....	171,591	129,237	42,354	183,784	149,699	34,085	57,859

*In addition, revised claims received numbered 44,951.

†In addition, 46,188 revised claims were disposed of. Of these, 4,606 were special requests not granted and 2,259 appeals by claimants. There were 11,656 revised claims pending at the end of the month.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, FEBRUARY 1965

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	140,372	3,279,016
Prince Edward Island.....	24,146	552,332
Nova Scotia.....	114,698	2,592,029
New Brunswick.....	108,258	2,523,553
Quebec.....	545,144	13,983,115
Ontario.....	466,254	11,526,757
Manitoba.....	79,863	2,030,516
Saskatchewan.....	64,789	1,640,872
Alberta.....	86,086	2,192,100
British Columbia (including Yukon Territory).....	189,640	5,012,527
Total, Canada, February 1965.....	1,819,250	45,332,817
Total, Canada, January 1965.....	1,592,516	39,845,936
Total, Canada, February 1964.....	2,013,817	50,127,417

*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1960—Year.....	128.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year.....	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year.....	135.4	132.4	138.4	119.2	142.0	168.0	151.8	120.2
1964—April.....	135.0	131.8	137.8	119.1	142.8	166.5	151.0	119.5
May.....	135.0	131.2	138.3	118.7	142.4	167.3	151.5	120.2
June.....	135.3	132.5	138.4	119.0	142.0	167.3	151.4	120.2
July.....	136.2	135.4	138.7	119.0	141.6	167.3	151.5	120.2
August.....	136.1	135.1	138.7	118.9	141.4	167.5	151.5	120.2
September.....	135.6	132.7	138.9	119.4	141.6	167.7	150.9	120.2
October.....	135.6	131.0	139.2	120.7	141.4	170.4	151.1	121.4
November.....	135.9	132.0	139.3	120.9	141.4	171.1	152.3	121.6
December.....	136.8	133.2	139.6	121.0	142.7	174.3	153.5	121.6
1965—January.....	136.9	132.5	139.8	119.2	146.3	174.4	154.0	121.6
February.....	137.2	133.1	140.1	119.5	146.3	174.6	153.4	121.8
March.....	137.3	133.3	140.2	120.4	145.6	174.6	153.4	121.9
April.....	137.7	133.4	140.3	121.2	145.9	176.1	153.5	121.9

NOTE: 1960 figures are 1947-48 weighted; figures for 1961 *et seq* are 1957 weighted.

**TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA
AT THE BEGINNING OF MARCH 1965**

(1949=100)

	All-Items			Food	Housing	Clothing	Transportation	Health and personal care	Recreation and reading	Tobacco and alcohol
	March 1964	Feb. 1965	March 1965							
St. John's, Nfld. ⁽¹⁾	120.4	122.5	122.7	119.1	116.0	116.6	121.1	165.6	149.6	115.9
Halifax.....	131.6	133.0	133.0	127.5	133.9	130.0	139.2	168.8	171.2	125.9
Saint John.....	134.3	135.6	135.9	132.3	133.8	129.0	145.5	190.4	155.8	125.7
Montreal.....	134.5	136.4	136.4	138.8	135.7	111.9	162.5	183.4	154.5	125.3
Ottawa.....	135.5	137.2	137.2	134.0	137.5	125.0	158.7	180.6	150.5	126.7
Toronto.....	136.4	138.6	138.6	132.2	141.1	127.7	142.6	172.7	190.2	123.9
Winnipeg.....	131.7	134.4	134.7	132.9	130.1	125.7	139.3	188.3	142.2	138.3
Saskatoon-Regina.....	128.9	130.8	130.8	130.0	128.8	133.4	136.0	149.0	148.5	120.6
Edmonton-Calgary.....	127.8	129.0	128.8	124.1	127.4	128.9	132.6	171.4	144.8	120.6
Vancouver.....	132.1	134.3	134.8	132.1	136.1	123.6	147.8	156.0	153.2	123.3

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

⁽¹⁾ St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 1164, December 1964 issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1960-1965

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1960.....	268	274	49,408	738,700	0.19
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1963.....	318	332	83,428	917,410	0.07
*1964.....	313	329	100,214	1,572,220	0.13
*1964: March.....	24	50	7,142	92,450	0.08
April.....	17	41	8,617	88,900	0.08
May.....	15	35	7,488	63,700	0.06
June.....	46	66	15,148	195,680	0.16
July.....	38	72	18,183	147,710	0.12
August.....	36	68	11,418	108,200	0.10
September.....	26	63	9,039	104,010	0.09
October.....	30	60	10,593	101,580	0.09
November.....	25	57	15,080	105,590	0.09
December.....	19	48	33,689	460,260	0.38
*1965: January.....	24	47	29,768	220,380	0.21
February.....	24	50	29,596	294,100	0.27
March.....	31	55	14,262	115,260	0.09

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, MARCH 1965, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	3	418	2,590
Mines.....	36	12,779	97,540
Manufacturing.....	7	347	760
Construction.....	2	567	12,380
Transpn. & utilities.....	5	107	1,140
Trade.....	2	44	850
Finance.....			
Service.....			
Public administration.....			
All industries.....	55	14,262	115,260

TABLE G-3—STRIKES AND LOCKOUTS, MARCH 1965, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....	3	373	520
Nova Scotia.....			
New Brunswick.....	6	478	1,720
Quebec.....	32	12,025	94,780
Ontario.....			
Manitoba.....	1	42	120
Saskatchewan.....	1	55	780
Alberta.....	11	759	5,160
British Columbia.....	1	550	12,180
Federal.....			
All jurisdictions.....	55	14,262	115,260

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
MARCH 1965**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			March	Accu- mulated		
MINES						
<i>Metal</i> Noranda Mines (Boss Mountain Div.), Boss Mountain, B.C.	Teamsters Loc. 213 (Ind.)	123	2,210	2,210	Mar. 8	Wages, institution of contract terms and conditions in effect in other operations~
<i>Mineral Fuels</i> Dominion Coal (MacBean Mine), Thorburn, N.S.	Mine Workers Loc. 8672 (Ind.)	256	260	260	Mar. 9 Mar. 10	Disagreement with task crews~Return of workers, grievance to be discussed with both parties.
MANUFACTURING						
<i>Food and Beverages</i> Presswood Bros., Toronto, Ont.	Packinghouse Workers Loc. 716 (AFL-CIO/CLC)	192	380	380	Jan. 11 Mar. 3	Wages, hours~\$30. in lieu of retroactive pay from May 1, 1964, 6¢ an hr. increase Mar. 4, 1965, 6¢ Sep. 1, 1965, truck drivers and some other clas- sifications to receive special increments.
<i>Textiles</i> DuPont of Canada, Kingston, Ont.	District 50 (UMWA) Loc. 13160 (Ind.)	1,700 (100)	24,650	26,350	Feb. 25 Mar. 19	Wages, closed shop, other changes~12¢ an hr. increase retroactive to Oct. 21, 1964, 9¢ an hr. 2nd-yr., 6¢ an hr. for the final six month period; company to contribute half the cost of safety shoes, one additional statutory holiday.
<i>Printing and Publishing</i> The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	839	19,280	162,170	July 9	Working conditions as affect- ed by computers, job secu- rity, union membership of foremen~
<i>Primary Metals</i> Wolverine Tube (Div. of Calumet Hecla of Canada), London, Ont.	Auto Workers Loc. 27 (AFL-CIO/CLC)	110	440	15,760	Aug. 19 Mar. 5	Wages, other improvements ~Replacement of workers.
<i>Metal Fabricating</i> American Can, Vancouver, B.C.	Steelworkers Loc. 2821 (AFL-CIO/CLC)	256	1,150	1,150	Mar. 1 Mar. 8	Wages~Return of workers.
Continental Can, Toronto, Ont.	Steelworkers Locs. 4025 & 2514 (AFL-CIO/CLC)	728	1,260	1,260	Mar. 2 Mar. 4	Signing a new agreement~ Return of workers.
American Can, Vancouver, B.C.	Steelworkers Loc. 2821 (AFL-CIO/CLC)	244	370	370	Mar. 18 Mar. 22	Wages, sympathy with U.S. parent union~10¢ an hr. in- crease retroactive to Oct. 1, 1964, 7¢ an hr. Dec. 1, 1966; improved welfare benefits.
<i>Transportation Equipment</i> Chrysler Canada, Windsor, Ont.	Auto Workers Loc. 444 (AFL-CIO/CLC)	6,000	30,000	162,000	Jan. 28 Mar. 8	Wages, production standards ~Wage increases for unskill- ed workers 11¢, 6¢ and 7¢ in each of the three years re- spectively, for skilled work- ers 19¢ 1st-yr., 7¢ 2nd-yr. and 8¢ 3rd-yr.; improved welfare benefits.

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
MARCH 1965**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			March	Accu- mulated		
Bendix-Eclipse, Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	316	7,270	12,010	Feb. 8	Wages~
National Auto Radiator, Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	298	3,870	3,870	Mar. 15	Wages~
Canadian Acme Screw and Gear, Toronto, Ont.	Auto Workers Loc. 984 (AFL-CIO/CLC)	857	2,570	2,570	Mar. 17 Mar. 22	Wages, pension and welfare plans~3¢ an hr. increase for incentive workers, 4¢ an hr. for day workers, 6¢ an hr. for skilled trades; improved pen- sion and welfare plans.
<i>Electrical Products</i> Canadian Electric Box and Stampings, Scarborough, Ont.	U.E. (Ind.)	100	100	100	Mar. 12 Mar. 15	Wages, delayed negotiations ~Return of workers.
<i>Non-Metallic Mineral Products</i> Fiberglas Canada, Sarnia, Ont.	Oil Workers Loc. 9-351 (AFL-CIO/CLC)	340	680	680	Mar. 5 Mar. 8	Working conditions~Return of workers on instruction of union.
<i>Chemical Products</i> Union Carbide Canada, Melocheville, Que.	Steelworkers Loc. 5987 (AFL-CIO/CLC)	220 (16)	440	440	Mar. 8 Mar. 9	Reduction of manpower on specific tasks~Return to pre- vious number of men for specific tasks, study of prob- lem by representatives from each party; referral to arbi- tration if necessary.
CONSTRUCTION						
Robertson Yates Corporation, Toronto, Ont.	Building trades unions (Toronto Council AFL-CIO)	119	300	300	Mar. 22 Mar. 25	Refusal to cross picket line of another union on project~ Pickets withdrawn when in- terim injunction issued.
TRANSPN. & UTILITIES						
<i>Transportation</i> Nfld. Employers' Association, St. John's, Nfld.	Longshoremen's Protective Union (Ind.)	550	12,180	35,360	Oct. 26	Union refusal to accept terms of Industrial Enquiry Com- mission~

Figures in parentheses indicate the number of workers indirectly affected.

H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA, BY INDUSTRY, 1928-1964

Year	Agriculture	Forestry	Fishing and Trapping	Mines, Quarries, Oil Wells	Manufacturing	Construction	Transportation, Communication Other Utilities	Trade	Finance, Insurance, Real Estate	Service	Unspecified	Total
1928.....	194	176	43	260	201	250	387	64	.....	102	.....	1,677
1929.....	156	235	54	234	250	298	366	58	1	114	.....	1,766
1930.....	122	175	36	258	196	324	369	58	.....	117	.....	1,655
1931.....	163	76	40	158	142	217	249	43	3	97	.....	1,188
1932.....	154	73	30	123	116	124	217	51	2	83	1	974
1933.....	111	91	36	112	103	65	176	48	3	63	.....	808
1934.....	151	114	47	144	103	118	185	52	.....	86	.....	1,000
1935.....	124	116	38	175	133	103	209	44	1	66	.....	1,009
1936.....	127	133	57	181	112	105	254	45	2	86	2	1,104
1937.....	156	149	52	201	157	170	250	46	1	65	.....	1,247
1938.....	156	143	30	253	136	154	185	44	.....	66	.....	1,167
1939.....	162	148	29	169	110	133	206	44	.....	70	.....	1,071
1940.....	127	177	34	175	144	173	261	51	1	65	.....	1,208
1941.....	144	178	24	262	263	176	347	65	1	93	.....	1,553
1942.....	107	170	34	199	315	227	339	44	1	84	.....	1,520
1943.....	99	151	49	213	310	154	350	59	1	79	.....	1,465
1944.....	109	137	34	159	271	100	281	53	1	59	.....	1,204
1945.....	114	166	20	188	269	127	316	52	.....	88	5	1,345
1946.....	119	145	41	174	346	132	259	53	3	99	7	1,378
1947.....	117	192	30	190	265	170	329	57	8	110	8	1,476
1948.....	94	171	30	194	268	182	293	45	3	106	1	1,387
1949 ⁽¹⁾	113	141	32	201	249	152	291	43	2	131	4	1,359
1950.....	58	160	42	173	243	156	254	54	.....	119	.....	1,259
1951.....	97	179	20	188	219	213	271	49	3	130	.....	1,369
1952.....	102	176	21	212	228	248	284	44	1	102	.....	1,418
1953.....	114	167	33	187	242	223	213	58	4	80	.....	1,321
1954.....	100	168	31	204	207	238	219	53	3	73	.....	1,296
1955.....	88	183	32	179	219	243	253	50	5	74	.....	1,326
1956.....	106	197	18	250	200	312	258	56	1	64	.....	1,462
1957.....	92	141	23	185	209	340	249	66	2	80	.....	1,387
1958.....	97	129	38	231	166	281	194	40	4	89	.....	1,269
1959.....	101	143	72	175	195	297	215	50	2	76	.....	1,326
1960.....	69	131	27	180	186	199	190	51	2	99	.....	1,134
1961.....	68	99	40	135	178	238	188	52	1	87	.....	1,086
1962.....	62	127	12	151	216	204	209	58	2	94	.....	1,135
1963.....	49	122	34	163	222	234	210	61	1	137	.....	1,233
1964 ⁽²⁾	72	150	37	159	228	250	222	55	2	105	.....	1,280

(1) The data for years up to and including 1948 cover also deaths that occurred at the place of work of the deceased person even though such deaths were not the result of a condition or event connected with the employment of the person concerned.

(2) These figures are preliminary. They include 1,045 fatalities reported by the Workmen's Compensation Boards and the Board of Transport Commissioners and 235 on which information was obtained from other sources. The 235 fatalities reported from other sources were distributed as follows: Agriculture 67; Forestry 20; Fishing and Trapping 32; Mines, Quarries, and Oil Wells 10; Manufacturing 12; Construction 16; Transportation, Communication and Other Utilities 55; Trade 6; Service 17.

TABLE H-4—INDUSTRIAL FATALITIES IN CANADA BY INDUSTRY AND OCCUPATION, 1963 AND 1964

Occupation	1964 (a)											1963 (a)												
	Agriculture	Forestry	Fishing and Trapping	Mines, Quarries and Oil Wells	Manufacturing	Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Service	Total	Per Cent of Total	Agriculture	Forestry	Fishing and Trapping	Mines, Quarries and Oil Wells	Manufacturing	Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Service	Total	Per Cent of Total
Managerial.....		1			13	6	7	9		5	41	3.2		3		4	10	13	5	5	1	7	48	3.9
Professional and Technical.....	1	3		4	14	4	4	1		11	42	3.3				2	14	1	6	2		19	44	3.6
Clerical.....		2		1	2	2	3	1		2	13	1.0					5			1		4	10	0.8
Sales.....					8		1	9		3	21	1.6				1				1		1	19	1.5
Service and Recreation.....		1	4	2	5	2	3	1	2	34	54	4.2			1	1	2		6	2		42	54	4.4
Transportation and Communication.....		13	14	7	18	14	138	11		11	226	17.6		7	6	3	21	20	126	14		20	217	17.6
Farmers and Farm Workers.....	71			1						1	73	5.7		49		3						1	53	4.3
Loggers, Fishermen and Related Workers.....		113	19		6					1	139	10.9		88	27		2		1			2	120	9.7
Miners, Quarrymen and Related Workers.....		1		138	5	3				1	148	11.6		2		131	8	8	1			1	151	12.3
Craftsmen, Production Process and Related Workers.....		16		6	154	123	61	19		24	403	31.5		22		18	158	104	52	6		19	379	30.7
Labourers, N.E.S.....					3	96	5	4		12	120	9.4					2	88	12	15		21	138	11.2
Total.....	72	150	37	159	228	250	222	55	2	105	1,296*	100.0	49	122	34	163	222	234	210	61	1	137	1,233	100.0
Per Cent of Total.....	5.6	11.7	2.9	12.4	17.8	19.5	17.4	4.3	0.2	8.2	100.0	.....	4.0	9.9	2.8	13.2	18.6	19.0	17.0	4.9	0.1	11.1	100.0	.....

(a) Preliminary.

(c) Revised

* See footnote (c), Table H-1—

TABLE II-2—INDUSTRIAL FATALITIES IN CANADA BY INDUSTRIES AND TYPE OF ACCIDENT, 1963 AND 1964

Type of Accident	1964 (a)												1963 (a)													
	Agriculture	Forestry	Fishing and Trapping	Mines, Quarries, and Oil Wells	Manufacturing	Construction	Transportation, Communication, & Other Utilities	Trade	Finance, Insurance and Real Estate	Service	Unspecified	TOTAL	Agriculture	Forestry	Fishing and Trapping	Mines, Quarries and Oil Wells	Manufacturing	Construction	Transportation, Communication, & Other Utilities	Trade	Finance, Insurance and Real Estate	Service	Unspecified	TOTAL		
Striking Against and Stepping on Objects:	Tools.....				1							1														
	Machinery.....				2							2														
	Belts, pulleys, chains, lines, etc.....																									
	Working materials.....		1									1										1				
	Nails and spikes.....																									
	Buildings and structures (including parts of these such as doors, windows, etc.).....																									
	Working surfaces.....																									
	Miscellaneous.....					1						4														
	Total.....		1		4	3	3	3	3			8							1				1	2		
	Struck by:	Tools.....					1						2													
		Machinery.....	1	1		1	2	3	1	1			10	1					4	3						
		Belts, pulleys, chains, lines, etc.....																								
		Cranes, derricks, other hoisting or conveying apparatus.....		3	1	3	2	1	2	1			12	2					5	1	1					
Automobiles or trucks.....		2	1		4	12	1	1	1			23	7					3	9							
Tractors, loadmobiles, etc.....						1						8	1					1	1							
Mine or quarry cars.....												1														
Trans or other railway vehicles.....						2		11				15								7						
Streetcars.....																										
Other motor-driven transportation vehicles, N.E.C.....																										
Man-powered vehicles and craft.....																										
Objects thrown or kicked back by tools.....																										
Objects thrown or kicked back by machines.....																										
Objects being hoisted or conveyed.....																										
Objects falling or flying in mines and quarries.....																										
Materials being handled by fellow worker.....																										
Materials being handled by victim.....																										
Materials falling from stockpiles and loads.....	1	15		3	8	3	2	2				34	17				2	7	5							
Another person (other than acts of violence).....																										
Animals.....																										
Falling trees or limbs.....	2	52		3		3	1					63	2													
Falls from or cave-ins.....	1	2		14	7	30	2					61	3				9	1								
Flying particles.....																										
Animal-drawn vehicles.....																										
Miscellaneous.....																										
Total.....	8	79	1	47	50	85	28	7	13	13	318	5	80	1	38	33	61	25	7	30	2	12	233			

Caught In, On or Between:

Caught In, On or Between:																	
Machinery.....	1	1	1	10	3		2	18	3	1	...	3	10	5	...	...	22
Belts, pulleys, chains, lines, etc.....	2	2	1	3	1	...	1	9	9	...	1	2	1	1	...	...	25
Elevators, hoisting and conveying apparatus.....				6	1	...	1			1	...	1	2	4	...	...	11
Buildings and structures (including parts of these such as doors, windows, etc.).....				1		...		1	1		...				...	...	1
Automobiles and trucks.....	1			3	3	8	5	24		1	...	2	4	7	10	3	30
Tractors, loadmobiles, etc.....	31	11		2	6	9	3	67	19	4	...	4	2	11	4	1	47
Mine and quarry cars.....			2					2			...	10	1	1	5	...	10
Trains or other railway vehicles.....			1			2		3			...					...	7
Streetcars.....											...					...	...
Miscellaneous transportation vehicles and craft.....					1			1			...		1		2	1	5
Materials in use or stored in plant.....				1				1		1	...		4			...	5
Objects in, water (e.g., logs, caught between boat and wharf).....	2							2		3	...					...	5
Miscellaneous.....		1		3	1	1		5	1	1	1	1	1	1	1	1	7

Collisions (including derailments, wrecks, etc., but not falls, slips, struck by, caught in, on or between)

Involving steam railways.....	...	1	...	1	5	2	17	3	2	31	1	1	...	5	6	4	37
Involving street railways.....	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Involving automobiles and trucks.....	4	8	...	14	28	24	54	17	19	168	2	5	...	4	26	19	143
Involving tractors, loadmobiles, etc.....	10	1	...	2	4	2	8	1	3	31	5	1	...	1	7	10	30
Involving mine and quarry cars.....	...	...	...	1	...	...	...	...	...	1	...	...	...	1	...	...	1
Involving water craft.....	...	...	...	...	...	...	3	...	1	4	...	...	...	...	...	...	9
Involving aircraft.....	1	...	...	...	...	...	...	...	1	22	1	1	2	5	3	26	56
Involving other transport agencies.....	3	1	2	2	4	9	4	...	1	5	...	1	...	...	1	...	3
Involving elevators and other hoisting and conveying apparatus.....	...	...	...	...	1	...	...	...	1	1	...	...	...	...	...	...	2
Involving animal-drawn vehicles and implements.....	...	...	...	...	...	...	...	...	...	...	...	...	...	...	1	...	3
Involving miscellaneous agencies.....	...	...	...	...	...	...	...	...	...	...	...	...	...	...	1	...	...
Total.....	14	14	1	20	39	33	95	21	26	263	9	9	5	10	40	34	284

Falls and Slips

(a) falls on same level.....	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Due to rough ground or floor surfaces.....	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	3
Due to collapse of resistance.....	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	1
Due to tripping over or stepping on object.....	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	3
Due to slippery surface.....	...	...	...	2	1	2	...	...	1	6	...	...	...	2	1	2	6
Due to slipping while handling materials.....	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	1
Due to slipping while operating machines.....	1	...	...	1	...	...	...	...	...	2	...	...	...	...	...	...	1
Due to physical condition of workman.....	...	...	...	5	6	4	5	3	1	28	...	1	1	3	2	2	18
Due to vehicles in motion (other than struck by, collision, etc.).....	1	4	2
Miscellaneous.....	2

Sub Total

...	3	...	6	9	7	7	4	1	5	42	...	2	1	5	8	6	37
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TABLE H-2—INDUSTRIAL FATALITIES IN CANADA, BY INDUSTRY AND TYPE OF ACCIDENT, 1963 AND 1964 (concluded)

Type of Accident	1964 (1)													1963 (2)												
	Agriculture	Forestry	Fishing and Trapping	Mines, Quarries, and Oil Wells	Manufacturing	Construction	Transportation & Communication	Trade	Finance, Insurance and Real Estate	Service	Unspecified	TOTAL	Agriculture	Forestry	Fishing and Trapping	Mines, Quarries and Oil Wells	Manufacturing	Construction	Transportation & Communication	Trade	Finance, Insurance and Real Estate	Service	Unspecified	TOTAL		
(b) falls to different levels																										
From ladders or stairs.....												11												15		
From scaffolds and stagings.....	1				2	3	2	2	1	3		22						4	6	2		1		23		
From platforms, ramps and stationary vehicles.....					2	3				6		6						2	17	6		1		9		
From buildings, roofs and towers.....					2	15	3			6		24						12	16		1		5	35		
From bridges, trestles and catwalks.....					1	4	2	1				8						2	4	1			1	8		
From poles, trees, logs and stumps.....					1	1	4					6						4	1	2				4		
From stockpiles and loads.....												7						1	1	2				4		
From moving railway vehicles.....		1					6													3				3		
From other moving transportation vehicles.....					1	2	1			2		7						1						5		
Into holds and vessels.....					1	1	6	1				8						3	6					5		
Into shafts, pits, excavations, etc.....					1	1	1			1		21						10	2	15				19		
Into rivers, lakes, sea or harbours.....	1	28	31	1	4	6	6			11		88	1	12	23	2	5	2						68		
Into storage bunkers.....					3		2	1				3								2	1			3		
Into tanks, vats or kilns.....												14	1					2	6					2		
Miscellaneous falls to different levels.....					6	3	4			1		1												15		
Sub Total.....	2	29	31	9	27	53	39	6		26		227	4	15	23	18	35	65	33	2	1	22		218		
Total.....	2	32	31	15	36	65	46	10	1	31		269	4	17	24	23	43	71	35	5	1	32		255		
Conflagrations, Temperature Extremes and Explosions:																										
Conflagrations.....												11												11		
Exposure to welding flashes.....										3								4	2		3					
Exposure to cold or cold substances.....	1	1	1		3	1	1					1										2				
Exposure to steam or other hot vapours.....												1			3	1	1							6		
Exposure to hot liquids or molten metal.....					3							3												5		
Exposure to heat or hot substances, N.E.C.....	2					3	1					6												1		
Explosions—blasting accidents.....		1		6	4	3						14	1	1		5	5	3	2		2			19		
Explosions of coal and/or dust.....												1												1		
Air blasts (bumps) in mines.....				1								1												1		
Explosions of steam pressure apparatus.....												4												10		
Explosions of liquid air, gas pressure apparatus and containers.....	2				2	1	1					12				3	1	1	1	3		1		2		
Explosions of gasoline and/or oil.....				1	4	2	3					6												1		
Explosion of chemicals.....					4	2						6												6		
Ammunition and firearms (accidental).....												10												1		
Other explosions.....	1				5	2	1			1		1					2	4						6		
Total.....	3	5	2	8	21	15	10			4		68	2	1	3	13	21	7	3	6		6		62		

Inhalation, Contact, Absorptions, Ingestion (asphixiation, poisoning, etc.) and Industrial Diseases:

Exposure to acids, alkalis and similar chemicals.....	2	7	1	3	1	6	20	2	1	2	6	2	2	3	3
Exposure to poisonous gases.....	1	3	1	45	2	1	58	3	3	2	6	2	2	3	20
Exposure to dust (silicosis, etc.) (3).....	1	45	12	1	2	1	1	3	46	19	1	1	1	3	66
Exposure to poisonous vegetation.....	1	1	1	1	1	1	1	1	4	4	1	1	1	1	4
Exposure to radioactive substances.....	4	7	1	4	2	2	13	1	1	8	1	1	1	1	10
Industrial diseases, N.E.C.....	1	1	3	1	1	1	4	1	1	1	1	1	1	1	1
Exposure to miscellaneous poisonous agencies.....	1	53	29	4	2	1	98	3	53	36	4	3	2	3	104
Total.....	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6

Contact with Electric Current:

Lightning accidents.....	4	1	1	1	1	1	1	1	1	1	1	1	1	1	4
Exposure to or contact with electricity.....	6	5	19	17	2	2	51	1	3	17	19	19	19	4	63
Total.....	6	6	6	6	6	6	6	6	6	6	6	6	6	6	67

Over-exertion:

Over-exertion resulting in strains, hernia, etc.....	1	3	6	8	3	1	28	3	3	2	2	2	2	4	11
Total.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	11

Miscellaneous Accident Types

Violence.....	1	1	1	1	1	1	12	1	1	1	1	1	1	2	3
Bites, stings, etc., by animals, reptiles and insects.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Infection, N.E.C.....	3	3	2	4	3	4	22	3	3	1	1	1	1	3	8
Miscellaneous.....	3	3	2	4	3	4	22	3	3	1	1	1	1	3	8
Total.....	3	3	2	6	3	5	35	4	4	1	1	1	1	5	11

Grand Total

Grand Total.....	72	150	37	159	228	250	1,280*	122	34	163	222	234	210	1	1,233
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(1) Preliminary.
(2) Revised.
(3) Most of these workers may have been incapacitated for some years; this number does not represent the workers who have contracted this disease in 1963 or 1964.
* See footnote (1), Table H-1.

TABLE H-3—INDUSTRIAL FATALITIES IN CANADA, BY PROVINCE AND INDUSTRY, 1963-1964

Industry	1964 (c)													1963 (c)												
	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total		
Agriculture.....		1	3	2	2	32	7	12	10	3		72				5	2	29	2	4	3	3			49	
Forestry.....			2	3	30	28	1	2	3	81		150		1	2	6	33	22		1	6	50			122	
Fishing and Trapping.....		2	28	1		3				3		37		3	15	4		4				8			34	
Mines, Quarries, Oil Wells.....	8		9	3	22	53	5	2	15	40	2	159		5	8	4	18	51	7	8	26	35	1	163		
Metal mines.....	5				11	48	5		29		1	99		1		2	14	43	6	4	24		1	95		
Coal mines.....			9	1					3	4		17			7	1				1	4	2		25		
Petroleum and gas.....								2	12		7	14					1			2	20	2		25		
Non-metal mines, quarries, services.....	3			2	11	5					1	29		4	1	1	4	7	1	1	2	7		28		
Manufacturing.....	2		7	9	56	98	3	4	21	28		228		4	2	6	7	53	91	6	1	15	37	222		
Food and beverages.....	1		5	4	6			1	2			19			2	2	8	3		1	1	3		20		
Tobacco.....												2					1							1		
Rubber.....					1							1					1							1		
Leather.....					1							1					1							1		
Textile.....												1												1		
Clothing.....	1			4	13	11	1	2	5	6		43			1	1	5	7	1			12		27		
Wood.....			1	2	3	4			1	7		18		1		2	7	4		1		9		23		
Paper.....												1												3		
Printing, publishing.....												31			3	6	24				5			38		
Primary metal.....			1	4	17	2			2	5		29			15		7	15	3	2				27		
Metal fabricating.....					2	10	1					15			1		9			2				13		
Machinery.....				1	2	7		1	2	2		21			1	2	4	8	1	1	1			20		
Transportation equipment.....				2	2	1				1		4					3	4	1					9		
Electrical.....				2	4	5			2	3		17		2		1	5	4			2	2		12		
Non-metallic mineral.....								1	3			5									3			6		
Petroleum and coal.....					7	3						13					2				3			8		
Chemical.....												7												6		
Miscellaneous.....					3	3			1			7					2	6			3			11		
Construction.....	9		7	5	79	66	13	12	29	29	1	250		7	5	10	69	71	13	10	23	35		234		
Building.....	1		2	2	22	16	1	1	9	6		58		2	3	3	31	16	5	2	6	9		77		
Highway.....	1		2	2	25	16	8	8	9	10		81		5	5	8	18	3	4	7				57		
Other.....	7		3	3	32	34	4	3	11	13	1	111			2	2	21	37	5	4	10	19		100		
Transportation, Communication and Other Utilities.....	4		15	10	39	75	14	19	25	20	1	222		13		14	3	58	62	8	16	28		210		
Air.....																								19		
Water (a).....					3	4	1				1	9			1		5				1	4		4		
Railway.....	2		2	3	8	5				7		27		9			11	2						30		
Local and highway.....	1		3	2	5	20	2		8	3		46		1	6		12	7	1	1	8	5		35		
Miscellaneous.....	1		8	5	15	30	8	10	10	5		92		2	4	1	17	33	5	4	7	7		80		
Storage.....																								3		
Communication.....					3			2				9					1	2	1	2	1			6		
Electric power, gas, water.....			2		9	13		4		3		35												8		
			2																					29		

Trade.....	1	1	9	23	5	2	9	5	55	4	1	10	26	3	4	7	6	61						
Wholesale.....	1	1	3	13	3	1	7	4	32	2	7	16	2	3	5	3	38							
Retail.....	1	1	6	10	2	1	2	1	23	2	1	3	10	1	1	2	23							
Finance, Insurance and Real Estate.....				2					2				1				1							
Service.....	1	3	18	30	7	4	16	23	2	105	1	28	43	6	7	13	5	137						
Community, business.....			6	7	1	2	6	8	1	31		4	3				12							
Personal.....			4	11		1	4	3		24		1	9	1	1	1	5	16						
Public Administration.....	1	2	1	8	6	1	6	12	1	50		1	23	31	5	6	12	109						
Unspecified.....																								
Total.....	24	3	75	35	255	410	55	57	128	232	6	1,280*	35	4	55	41	262	400	45	43	109	233	6	1,233

(1) Preliminary.

(2) Revised.

(3) Includes accidents to seamen and airmen on Canadian craft only; any such accidents occurring outside of Canada are assigned to the province from which craft were operated.

* See footnote (2), Table H-1.

**TABLE H-5—INDUSTRIAL INJURIES, NON-FATAL AND FATAL, REPORTED BY
PROVINCIAL WORKMEN'S COMPENSATION BOARDS, 1960-1964**

Province	Non-fatal			Fatal	Total
	Medical Aid Only ⁽¹⁾	Temporary Disability	Permanent Disability		
1960					
Newfoundland.....	5,537	4,823	112	26	10,498
Prince Edward Island.....	1,043	731	13	4	1,791
Nova Scotia.....	10,336	6,977	529	37	17,879
New Brunswick.....	11,482	7,585	212	32	19,311
Quebec.....				220	100,704
Ontario.....	172,498	64,992	2,710	269	240,469
Manitoba.....	12,787	8,931	331	22	22,071
Saskatchewan.....	12,140	9,725	142	25	22,032
Alberta.....	26,457	19,101	797	116	46,471
British Columbia.....	38,715	21,518	1,037	161	61,431
Total.....				912	542,657
1961					
Newfoundland.....	5,317	3,495	41	11	8,864
Prince Edward Island.....	1,053	732	21	3	1,809
Nova Scotia.....	9,687	6,166	362	33	16,248
New Brunswick.....	9,097	7,421	223	23	16,764
Quebec.....				204	99,502
Ontario.....	175,876	61,148	2,593	273	239,890
Manitoba.....	12,375	9,019	415	28	21,837
Saskatchewan.....	12,210	9,976	81	35	22,302
Alberta.....	29,062	18,976	738	107	48,883
British Columbia.....	41,556	20,201	1,097	139	62,993
Total.....				856	539,092
1962					
Newfoundland.....	5,997	3,590	42	13	9,642
Prince Edward Island.....	948	841	33	4	1,826
Nova Scotia.....	11,732	7,123	285	37	19,177
New Brunswick.....	10,578	8,419	144	26	19,167
Quebec.....				160	115,243
Ontario.....	184,903	62,319	2,728	242	250,192
Manitoba.....	12,713	9,467	378	31	22,589
Saskatchewan.....	11,878	9,263	43	26	21,210
Alberta.....	27,844	20,795	796	131	49,566
British Columbia.....	41,684	21,636	1,210	164	64,694
Total.....				834	573,306
1963					
Newfoundland ⁽²⁾	5,838	4,210	84	20	10,152
Prince Edward Island.....	1,256	952	32	4	2,244
Nova Scotia.....	12,170	7,547	310	31	20,058
New Brunswick.....	10,611	7,854	256	26	18,747
Quebec.....				224	122,248
Ontario ⁽³⁾	142,614	52,535	1,741	200	197,090
Manitoba.....	13,601	10,083	387	28	24,099
Saskatchewan.....	11,004	10,153	357	48	21,562
Alberta.....	29,915	21,230	809	90	52,044
British Columbia.....	45,469	23,181	1,124	156	69,930
Total.....				827	538,174
1964⁽²⁾					
Newfoundland.....	5,174	3,637	76	13	8,900
Prince Edward Island.....	1,016	853	7	2	1,878
Nova Scotia.....	12,445	8,124	77	32	20,678
New Brunswick.....	11,413	9,967	189	36	21,605
Quebec.....				313	143,969
Ontario.....				413	306,159
Manitoba.....	14,364	11,042	452	39	25,897
Saskatchewan.....	11,544	8,862	54	36	20,496
Alberta.....	32,179	22,168	817	113	55,277
British Columbia.....	49,641	24,869	1,234	155	75,899
Total.....				1,152	680,758

⁽¹⁾ Accidents requiring medical treatment but not causing disability for a sufficient period to qualify for compensation. This period varies from 1 to 5 days.

⁽²⁾ Preliminary.

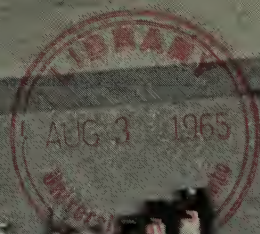
⁽³⁾ From Jan. 1 to Sept. 30, 1963.



CANADA

THE

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484



ical and Vocational Training Advisory Council (p. 493)

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(Continued on page three of cover)

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Manpower Mobility Program

New program will provide loans for jobless persons who have firm job offer at place beyond commuting distance from home; outright grants, resettlement allowances for other categories

Plans to establish a new Manpower Mobility Program were announced simultaneously last month by Prime Minister Pearson in the House of Commons and by the Minister of Labour, Hon. Allan J. MacEachen, at a meeting of the Canadian Federation of Mayors and Municipalities, held in Windsor, Ont.

The Prime Minister gave the House an outline of the main features of the plan and the Minister of Labour explained it in more detail. The plan was foreshadowed in the Speech from the Throne (L.G., May, p. 399).

Mr. Pearson said the new program would provide loans for anyone who was without work, but for whom a job was open beyond commuting distance from his home. It would also offer outright mobility grants to persons who had been unemployed for four of the previous six months, or who could not get a job locally after completing a training course.

The loans would apply to the cost of moving and resettling in a new home, the Prime Minister said, and would cover the actual cost of moving the family and the household effects; in addition, there would be a resettlement allowance of as much as \$1,000 for a family. For a single person, the maximum would be \$100 plus the cost of transport. The repayment period would normally be not more than two years.

The grant, for a single person, would be limited to actual transportation expenses; but for a family, it would include also an allowance for moving of household effects, together with a resettlement grant of as much as \$400 for a childless couple, and as much as \$1,000 for a family in which there were six or more dependants.

Mr. Pearson said that for the purposes of the program, Parliament would be asked to approve, in Department of Labour estimates, a \$5,000,000 revolving fund for loans, and a \$5,000,000 appropriation for the cost of grants in this fiscal year.

The Minister of Labour, in his address in Windsor, said that the program would apply to:

—Unemployed workers whose prospects of finding steady, full-time employment suitable to their qualifications in their own locality are unfavourable.

—Employed workers facing imminent lay-off of a permanent nature, whose prospects of

finding steady full-time employment, within commuting distance, are unfavourable.

—Previously unemployed workers who, on their own initiative, have moved to employment approved by the National Employment Service and in another locality, and who require help in moving their families and household effects.

Loans, the Minister said, would be made to persons in these categories who qualified and who had been placed by the NES in jobs in the new locality.

The resettlement allowance would be graduated according to the number of dependants. The maximum will be \$200 for the worker, \$200 for his spouse, and \$100 for each dependant, up to a maximum allowance of \$1,000.

Grants rather than loans, Mr. MacEachen said, would be given to the following three categories of workers to cover the cost of moving, plus a resettlement allowance in the case of families:

—Those who have been unemployed for four or more months out of the last six.

—Those who have completed training courses or vocational rehabilitation and re-establishment programs.

—Key skilled workers now unemployed and required by firms receiving financial assistance under the Area Development Program, provided that no qualified workers are available in the district.

The program would also apply to certain other groups of workers, including "marginal" farmers who were able to get productive employment in another place but who otherwise would not qualify. Such groups would be eligible for loans or grants on the recommendation of the Minister of Labour.

Care would be taken, Mr. MacEachen said, to ensure that financial help under the Manpower Mobility Program was provided to workers whose new employment was reasonably permanent, and in a territory where additional workers of that kind were needed.

The program would be administered by the National Employment Service and would be started as soon as the necessary arrangements could be made, the Minister said.

The Minister pointed out that there were sound economic reasons for trying to increase labour mobility. "Improved labour mobility is one way of reducing labour shortages."

50 Years Ago This Month

Two organizations—one national and one provincial—suggest solutions to unemployment problem, one being that the final solution must come through placing idle agriculturists on land

"The final solution of the unemployment conditions in Canada must come through placing the idle agriculturalists on the land."

This was one of a number of suggestions for dealing with unemployment made by the Union of Canadian Municipalities at a meeting in Ottawa in May 1915. According to a report of the meeting in the *LABOUR GAZETTE* of June of that year, a committee appointed to draft a memorial to the Dominion Government urged also that settlers should be allotted "not more than 40 acres each" in "suitable agricultural districts throughout the Dominion."

These settlers were to be given a loan by the Government to enable them to buy stock and implements, and to live until they became self-sustaining. Such loans were to be a charge against the land and were to be repaid in instalments over a period of years.

Other suggestions were that public works which had been contemplated should be prosecuted; that the Dominion Government should confer with the provinces with a view to constructing necessary permanent highways; that the principle of experimental farms should be extended "if possible to industrial pursuits"; that the Government should establish a system of industrial exchanges to help in moving men from places where there was no demand for labour to places where employment was more plentiful; that the Government should consider the advisability of restricting immigration; and "that the Government take such other steps as they, in their wisdom, may deem expedient."

Another organization, the Labour Educational Association of Ontario, at its 13th annual convention in St. Catharines, passed the following resolution embodying its view of what should be done about unemployment:

"That, whereas the problem of unemployment is inherently a product of our present industrial system, and affects the workers locally, provincially, nationally and internationally; therefore, be it resolved that we call upon the federal Government to immediately appoint a committee to bring down such recommendations as they deem necessary to relieve the conditions of unemployment, nationally; and further, that we stand ready to support any practical plan to abolish unemployment entirely."

In its general summary of industrial and labour conditions during May, this journal said: "General labour conditions in May remained about the same as in the previous month, with some slight improvement in Eastern Canada in the building trades . . . There were still large numbers of unskilled workmen out of employment, particularly in the West. Skilled trades, outside of the building trades, were fairly well employed . . ."

At this time, the British Government sent a mission to Canada to try to recruit skilled workers to work in munitions factories in Great Britain. The mission consisted of a representative of the Board of Trade, and the Assistant Secretary of the Amalgamated Society of Engineers, who was also an M.P.

It made its headquarters at the Department of Labour in Ottawa, the facilities of which were placed at their disposal. "After two or three days' active enquiry in Ottawa, the Commissioners proceeded to Montreal, and then left for Western points, intending to touch at every important industrial centre from Montreal to Vancouver," this journal reported.

Among the "Notes on Current Matters of Industrial Interest" in the same issue was the following: "As a result of a petition signed by most of the barber shops in the City of Ottawa, that city has passed a by-law which took effect on May 1, providing that all barber shops shall be closed on Saturdays and on all days immediately preceding a public holiday, at the hour of ten o'clock in the afternoon, and shall remain closed until five o'clock in the forenoon of the next following lawful day."

From the Newcastle, N.B., correspondent came the following report: "Considerable activity is noted in shipping circles. Already large numbers of vessels are loading and have sailed for the United Kingdom. This work has formerly all been carried on by 'tramp' steamers, and a very noticeable thing this year is the large number of sailing vessels employed. The use of these vessels means the employment of a large number of men in loading the lumber."

The Truro correspondent said the erection of a "brick, up-to-date opera house" had been announced.

Sign First Manpower Assessment Agreement in Newfoundland

The first Manpower Assessment Agreement with parties in the Maritime Region under the auspices of the Department's Manpower Consultative Service was signed last month. The Agreement is with Price (Newfoundland) Pulp and Paper Limited, formerly Anglo-Newfoundland Development Company, Limited, and a joint union committee comprising five unions.

The Agreement provides for the establishment of a joint research committee composed of three management and five union representatives. This committee will carry out a manpower assessment program covering all aspects of the adjustment problems rising out of planned technological developments at the company's Grand Falls Mill. The company plans an \$18 million expansion and modernization program.

The company plans to install a new paper machine that will be one of the largest and most modern newsprint machines in the world. The installation of a computer is also planned.

150 Jobs Eliminated

An early estimate by the company indicates that 150 jobs might be eliminated as a result of the modernization program. This figure represents roughly 10 per cent of total present mill employment. Although some impact upon the work force can be expected this summer, the implementation of the major part of the program is scheduled for April of 1967.

The joint research committee in its assessment of the manpower problems will be assisted by Munro Sargent, the Atlantic Regional Representative of the Manpower Consultative Service. The committee will be directed to evaluate all details of the implications of the modernization program upon the work force and to develop appropriate adjustment measures to lessen, as far as possible, its dislocation effects while at the same time insuring that the greatest productivity returns are derived from the company's investment.

In the event that involuntary displacement of present employees cannot be avoided, the Agreement suggests that the joint research committee investigate the desirability of recommending the initiation of suitable training programs under the Federal-Provincial Technical and Vocational Training Agreement to upgrade the skills of those persons to be released and thus increase their opportunity for alternative employment.

It is further suggested that through the facilities of the National Employment Service these persons be assisted in their relocation into active employment within the immediate area, or in other parts of the country where employment possibilities are more favourable.

R. M. Bishop, Mills Manager of the Grand Falls operation and one of the company representatives on the research committee, remarked: "While our modernization program will no doubt have some serious manpower effects, we feel that this approach to the problem with its emphasis upon an objective assessment of the facts will permit adjustment measures to be taken which should alleviate greatly the extent of the hardship with which some individual employees might be faced. It should also indicate to all that, through the assessment program undertaken jointly with the unions, and with independent technical assistance, every consideration is being given to ensure the most equitable solutions possible."

Mr. Bishop complimented the representatives of the five unions upon their co-operative and realistic attitudes in the face of this technological development with its manpower implications.

Donald Murphy, President of the joint union committee, similarly expressed approval of the joint consultative approach to the solution of manpower problems resulting from technological change. He remarked: "Management through its acceptance of this joint approach is indicating joint responsibility for the effects of these changes. The trade union movement of Grand Falls trusts that the implementation of adjustment measures at the conclusion of the research program will further indicate meaningful action by management to offset any personal hardships that might result from the company's program of technical advancement."

Manpower Assessment Program For Modernized Paper Mill

A manpower assessment program—to be operated jointly by a four-way labour-management-government team—will be set up at the Windsor, Que., mill of Domtar Pulp and Paper Limited, which is soon to be modernized and re-equipped.

Domtar management and representatives of *le Syndicat national des travailleurs de la pulpe et du papier*, *la Fédération nationale des travailleurs de la pulpe et du papier*, with the assistance of the Manpower Con-

sultative Service and the Quebec Department of Labour, concluded an agreement last month aimed at joint solution of manpower displacement and adjustment problems arising out of the modernization program.

Anticipated cost of the study is \$20,000, half of which will be borne by the federal Government. The Province of Quebec will contribute one-third of the balance, and the remainder will be shared by the company and unions.

Chairman of the assessment program is Rev. Gérard Dion of the School of Social Sciences, Laval University. Father Dion has on many occasions served on boards and commissions appointed to examine complex industrial relations problems.

This is the fourth manpower assessment agreement developed under the auspices of the Manpower Consultative Service, which was set up in May 1964 to encourage and assist unions and management to make use of the techniques of joint consultation and objective research to prevent unnecessary technological unemployment (L.G., March, p. 212).

Commenting on the agreement, Hon. Allan J. MacEachen, Minister of Labour, said: "This agreement is an excellent example of the manner in which federal and provincial governments can work together in the solution of problems of adjustment to technological change which are local in origin and effect but which have broad implications for the adjustment of manpower in Canada as a whole."

Provincial Labour Standards Bulletin Ready for Release

A new edition of the Department of Labour publication "Provincial Labour Standards", dated December, 1964, is now off the press and is available from the Queen's Printer.

Revised annually by the Legislation Branch of the Department, the bulletin sets out in tabular or summary form the standards by the principal types of labour laws in all provincial jurisdictions and in the Yukon and Northwest Territories. Subjects dealt with are child labour, minimum wages, equal pay, hours of work, weekly rest-day, annual vacations, public holidays, fair employment practices, notice of termination of employment and workmen's compensation.

Developments in 1964 are described in some length at the beginning of the bulletin. Among the changes of special significance was the enactment of a new Minimum Wage Act in Nova Scotia, permitting the setting of minimum rates for men. In New Brunswick and Ontario, coverage of minimum wage orders was extended, with the result that

most workers throughout the province are now subject to a minimum wage.

The New Brunswick Vacation Pay Act, which had formerly applied to three industries only, was made applicable to employees generally. In Alberta, the Board of Industrial Relations was given authority to provide for paid public holidays.

In Quebec, an Act was passed forbidding discrimination in employment and trade union membership on grounds of race, colour, sex, religion, national extraction or social origin. The British Columbia Fair Employment Practices Act was amended to prohibit discrimination in employment against persons between the ages of 45 and 65 solely on grounds of age.

The price of the bulletin is 50 cents a copy. The catalogue No. is L2-7/1964.

U.S. Secretary of Labor 1933-45, Frances Perkins Dead at 83

Frances Perkins, who became the first woman member of a United States cabinet when she was chosen by President Franklin D. Roosevelt to be Secretary of Labor, died last month in New York at the age of 83.

Miss Perkins' term of office as Secretary of Labor, from 1933 to 1945, coincided with the period of greatest labour unrest and economic upheaval in American history. It was during this period that such New Deal measures as the Social Security Act and the National Labor Relations Act were passed. When she left the post after Harry S. Truman succeeded President Roosevelt, she became a Civil Service Commissioner, which she remained until 1953.

In 1910, Miss Perkins (she was married in 1913 to Paul Caldwell Wilson, a financial statistician who died in 1952, but she continued to use her maiden name all through her professional life) was elected executive secretary of the Consumers League of New York. While she held this office she directed studies of working conditions in sweatshops, especially with regard to the treatment of women and children.

After the Triangle Shirtwaist fire in New York in 1911, in which 146 women workers lost their lives, she was instrumental, while still working for the League, in pushing through factory reform laws in New York State that reduced the maximum legal working hours to the then unprecedented level of 54 a week, nine hours a day.

U.S. Secretary of Labor W. Willard Wirtz, said that "every man and woman in America who works at a living wage, under safe conditions, for reasonable hours, or who is protected by unemployment insurance or social security, is her debtor."



NFB

W. R. Dymond Elected Chairman Of OECD Manpower Committee

Dr. W. R. Dymond, Assistant Deputy Minister of Labour since 1962, was elected Chairman of the OECD Manpower and Social Affairs Committee last month at its 10th session in Paris. Giovanni Falchi, counsellor at the Italian Ministry for Foreign Affairs, was elected vice-president of the Committee.

Mr. Dymond headed the Canadian delegation that participated in the OECD examination of Canada's manpower policy. In 1963, he led the OECD team that examined the manpower policies and programs of the United States.

Inaugurated in 1960—after Canada and the United States had joined the Organization for European Economic Co-operation (OEEC)—the Organization for Economic Co-operation and Development has agreed on a collective growth target for its 20 member-countries of 50 per cent between 1960 and 1970. It promotes the economic growth of its members, trade expansion all over the world, and help to less-developed countries both within and outside its membership.

The Manpower and Social Affairs Committee promotes freedom of movement for workers among the European countries, vocational training for those changing jobs, and better working conditions. In addition, it

examines the social aspect of changes needed to meet the growth target.

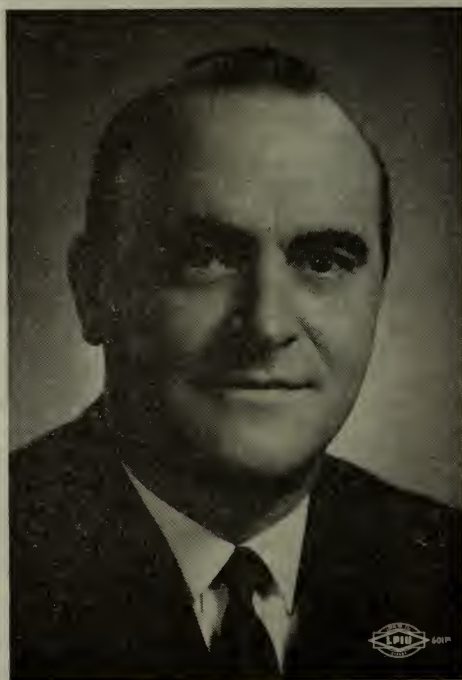
IAM Business Agent Appointed Chief of Department's LMCS

Kenneth Patrick DeWitt, who for 14 years was business agent of Lodge 1660 of the International Association of Machinists, has been appointed Chief of the Labour-Management Co-operation Service, Department of Labour. He succeeds P. E. Salter, who has retired.

Born in Lachine, Que., Mr. DeWitt studied industrial relations at McGill University's Industrial Relations Centre and at the Sir Thomas More Institute, Montreal. He has also lectured on industrial relations at both McGill and Sir George Williams University.

Mr. DeWitt is vice-president of the Canadian Chapter of the Industrial Relations Research Association, a charter member of the recently formed Canadian Industrial Relations Research Institute, and a member of the American Academy of Political and Social Sciences.

As business agent of Lodge 1660, Mr. DeWitt acted for employees of Dominion Engineering Works Ltd, Godfrey Engineering Company Ltd., Aluminum Welding Company Ltd., and Anglo-Canadian Wire Works Ltd. He had been an employee of Dominion Engineering since 1940.



NFB photo by John Evans, Ottawa

Morris C. Hay, Q.C., Appointed Employer Representative on UIC

Morris C. Hay, Q.C., of Oakville, Ont., was appointed last month to a five-year term as a Commissioner of the Unemployment Insurance Commission. His appointment to the three-man Commission was made after consultation with organizations representing employers.

Mr. Hay, who succeeds C. A. L. Murchison, Q.C., took over his new duties on June 7.

A native of Stratford, Ont., Mr. Hay was educated in Stratford Public and High Schools, the University of Toronto and Osgoode Hall Law School. He studied also at both the Harvard and University of Toronto Graduate Schools of Business.

He began his business career in 1944 with B. F. Goodrich Canada Limited as Legal Counsel. In 1950, he was appointed Secretary and General Counsel. During his career with this company, he served also as Personnel Manager, Director of Employee Relations, and District Sales Manager.

In 1961, Mr. Hay became Manager of the Legislation Department of the Canadian Manufacturers' Association and in September 1962, he was appointed to the Ontario Labour Relations Board, which he leaves to accept his present appointment.

Minister Announces Appointments To National Employment Committee

The reappointment of John L. Jaskula (L.G., Dec. 1964, p. 1053) of Hamilton as Chairman of the National Employment Committee and the appointment of two new members to the Committee were announced last month by the Minister of Labour.

The National Employment Committee, a body advisory to the National Employment Service on employment matters, is made up of representatives of employer, labour, veterans', and women's organizations, as well as agricultural, educational, and social welfare groups.

Frank C. Burnet, Montreal, representing the Canadian Manufacturers' Association, and W. J. Whittaker, Q.C., Toronto, representing the Canadian Chamber of Commerce, are the new appointees.

Mr. Burnet is the manager of industrial relations with Canadian Industries Limited in Montreal. A 1940 graduate of the University of Saskatchewan, he joined CIL in 1945. He has held various personnel and industrial relations positions in CIL and in his present post is responsible for the negotiation and administration of 30 collective

agreements with seven national or international unions.

He was formerly a director of the Montreal Personnel Association and Chairman of the Industrial Relations Committee, Quebec Division, of the Canadian Manufacturers' Association. He was a Group Chairman for H.R.H. The Duke of Edinburgh's Second Commonwealth Study Conference in 1962 and a member of a Canadian labour-management team studying manpower adjustment to technological change in the United States.

Mr. Whittaker is a partner in the law firm of Wardlaw & Whittaker, Toronto. After service as a pilot with the RCAF during the Second World War, he received his law degree from Osgoode Hall and was associated with several law firms before forming the partnership of Wardlaw & Whittaker. He is a member of the Employer-Employee Relations Committee of the Canadian Chamber of Commerce.

Nominated for IAPES Office

A member of Canada's Unemployment Insurance Commission has been nominated by the nominations committee for the position of second vice-president of the International Association of Personnel in Employment Security. Additional nominations may be made from the floor of the convention.

He is Leslie T. Fraser of Vancouver, B.C., Regional Director, Pacific Region, Unemployment Insurance Commission, who joined the UIC in 1948.

CLC's Fourth Safety Conference Slated for Winnipeg in October

The Fourth Annual Conference of the Canadian Labour Congress's National Committee on Occupational Health and Safety will be held in Winnipeg on October 11-14. In the future, the Committee expects to hold national conferences every second year, and the provincial federations of the Congress will hold safety conferences in the alternate years.

The Committee's first annual conference was held in Banff in 1962 and its second in Ste. Marguerite, Que., in 1963. Each of these conferences was attended by only about 40 delegates. The third conference, however, which was held in North Bay on November 15 to 19 last year, was attended by 156 delegates.

The report of the third annual conference has just been published, and copies may be obtained in either English or French from: The Secretary, National Committee on Occupational Health and Safety, Canadian Labour Congress, 100 Argyle Ave., Ottawa 4, price \$1.25 each (more than 20 copies, price \$1 each).

Fair Employment Practices Division Issues "Human Rights in 1964"

A 12-page pamphlet titled *Human Rights in 1964* has been produced by the Fair Employment Practices Division of the Department of Labour. A reprint from the November 1964 issue of the *LABOUR GAZETTE*, it serves to bring up to date the information contained in the Department's booklet, *Protection Under Law Against Employment Discrimination*.

The new booklet is a review of the developments in Canada since the 15th anniversary of the Universal Declaration of Human Rights, together with a review of the United States Civil Rights Act.

The pamphlet concerns itself with recent legislative action in the federal, provincial and territorial jurisdictions.

Copies of the publication are available on request from the Fair Employment Practices Division, Department of Labour, Ottawa.

Canadian Steelworkers Vote To Retain International Ties

At a policy conference in Toronto last month, Canadian members of the United Steelworkers of America overwhelmingly endorsed the international affiliation of the Canadian section of the union. Fewer than a dozen of the 395 registered delegates voted against a resolution expressing support for international unionism.

The 10,000-member Hamilton Local 1005 had sponsored a resolution calling for autonomous Canadian leadership and control of dues for all unions affiliated with the Canadian Labour Congress. Staff representatives of the union maintained that there were no more than 200 members at the local meeting when the resolution was passed.

William Mahoney, Canadian Director of the United Steelworkers, told the delegates that an international union is the most effective kind of union. "More and more, business in Canada is becoming international in character," he said.

"It is quite possible that last year's development in the auto industry, creating in effect a free trade area of Canada and the U.S., will be paralleled in other industries," Mr. Mahoney asserted. "Primary steel might be one of them, and in such industries an international union is obviously the most effective."

A proposal to create an international strike fund in Canada was approved. At present strike assistance is paid on a basis of need from a voluntary welfare fund contributed to by participating locals.

An amendment to the union's international constitution is required to set up the strike fund.

The delegates also drafted a pension bargaining demand that will aim for total retirement income of 75 per cent of final earnings for employees with 30 years of service. The rate would be adjusted to a cost-of-living index.

The pension bargaining program calls for full retirement payments as early as age 60 for high-seniority employees and at a lower age after fewer years of service for those forced into retirement because of disability.

The 75 per cent of earnings figure would include government pensions.

Women's Department Set Up In Argentine Labour Ministry

The Ministry of Labour and Social Security of Argentina has announced the establishment of a Women's Department to co-ordinate activities directed to the improvement of conditions of the country's working women.

The new department has initiated publication of a bimonthly bulletin, the first issue of which was recently received in the Women's Bureau, Department of Labour of Canada.

The Argentine Department's Technical Division will provide information about the female labour force and undertake research and study of current legislation and policy with a view to elevating the status of working women.

The Public Relations Division aims to develop liaison with national, provincial and municipal organizations concerned with the position of women in the labour force, and to organize special projects, training courses, seminars and conferences.

UIC Begins Issue of Fact Sheets For Assistance to Employers

The Unemployment Insurance Commission has begun a series of fact sheets to assist employers in complying with the requirements of the Unemployment Insurance Act and Regulations, thus avoiding the penalties for infractions. The first one is "This Week has 24 Hours or Less . . ." It explains the provisions concerning an employee working in employment for 24 hours or less a week.

Important points that occur most frequently will be covered in brief in forthcoming pamphlets.

Employers are urged to ensure that the fact sheets are read and kept for reference by persons maintaining the records pertaining to unemployment insurance.

Ninth Meeting, National Technical and Vocational Training Advisory Council

Council establishes Industrial Training Committee to advise on economy's requirements in training of workers, with power to set up subcommittees for information on specific industries

An Industrial Training Committee to give advice on the requirements of the economy in the training of workers, with the power to set up subcommittees qualified to give information on specific industries, was established by the National Technical and Vocational Training Advisory Council at its ninth meeting, held at the Ontario Vocational Centre in London, Ont., on May 19 and 20.

The Council also approved a resolution asking the federal Government to continue to co-operate with the provinces in giving leadership and financial support in promoting the development of skilled manpower. In passing this resolution, the Council had in mind the termination in 1967 of the present National Technical and Vocational Training Agreement between the federal and provincial governments.

The meeting was opened by the retiring chairman, Dr. G. Fred McNally, who then handed over the chair to the new chairman, Dr. Garnet Page.

Dr. W. R. Dymond, Assistant Deputy Minister of Labour, in a brief address outlined the functions of the Council and emphasized its importance to the Government in deciding policies in connection with manpower planning in a time of technological change. He spoke of the Government's especial concern in the matter of adult education, training in industry, and training of the disadvantaged, and the war on poverty.

Industrial Training Committee

The Council was asked to consider the establishment of an industrial training committee with the following terms of reference:

1. To advise on the economy's requirements for training workers, with particular emphasis on that training which can be offered in and by industry in relation to the capability of industry to provide such training, including both short- and long-range skill requirements.

2. To be concerned not only with training within industry but also with training that is industry-based but utilizes public facilities, as in apprenticeship and other programs.

3. To make use of industry subcommittees when dealing with problems in particular industrial fields, and, in addition, to advise on industry's skilled and technical manpower requirements from public and other training facilities.

A motion to set up a committee, to be named the Industrial Training Committee, to work within these terms of reference was proposed by Max Swerdlow, CLC Director of Education, an employee representative on the Council. The motion was passed unanimously.

F. K. Richan, Canadian Manufacturers' Association, was appointed chairman of the committee, and Mr. Swerdlow, vice-chairman.

The committee will be a standing committee appointed by order in council, and will have the power to set up subcommittees qualified to provide information on specific industries. Each subcommittee is to have a representative who can act as a "resource person" to the main committee.

The Council agreed on the need to promote interest in training in industry, to foster the maximum use of available facilities, and to provide information and encouragement to adults participating in such training. A committee was formed under the chairmanship of Mrs. Saul Hayes of the National Council of Women of Canada to decide on the course of action to be taken to promote training in industry. The Council agreed that suggestions made by the committee should be turned over to the Department of Labour for study.

Report of Training Branch

The approval for federal contributions of 178 new capital projects during the past year brought the total approved since April 1, 1961 to 737, the report of the Department's Training Branch showed. The total estimated cost of these projects was a little more than \$800,000,000, of which the federal share amounted to \$475,000,000. A large part of the expansion in facilities during the past year occurred in Quebec.

The report said that 203,348, or 80 per cent, of the total of 251,451 new student places provided since 1961 were in vocational high schools.

Referring to training under the various programs of the Technical and Vocational Training Agreement between the federal Government and the provinces, the Branch said that probably the most important development under Program 1, Vocational High School Training, was the decision of the Province of Quebec to broaden the high

school program to include technical and vocational training. British Columbia and Saskatchewan were also expanding the number of vocational high school places, especially in the fields designated as mechanical, electrical-electronic, power, and construction.

Under Program 2, Technician Training, about 19,600 full-time students were undergoing training in two- to four-year post-secondary school technical courses throughout the country. This was an increase of 30 per cent compared with the previous year.

It was estimated that 4,160 of these would graduate in 1965, and of these, 3,300 would be qualified to serve as assistants to professional engineers and scientists.

Under Program 5, Training of the Unemployed, enrolment totalled about 52,000 during the past year, compared with 49,000 during the previous year. This meant that, although the rate of unemployment had dropped during the period, the number of unemployed being trained at any one time was still only about 3 per cent of the total.

Retirement of Dr. G. Fred McNally

Dr. G. Fred McNally, who was 87 in June, has retired as Chairman of the National Technical and Vocational Training Advisory Council, a post he held for 22 years, since the Council was established in 1943 as an advisory body to the Minister of Labour. The meeting of the Council in London, Ont., was the first since its establishment that did not have Dr. McNally in the chair.

Dr. McNally, a chief architect of Canada's Technical and Vocational Training Program, which is already beginning to narrow the gap between industry's demand for skilled labour and its availability, recognized the necessity for a vigorous training program long before the need became apparent.

The Minister of Labour, Hon. Allan J. MacEachen, has paid tribute to the retiring chairman. "There is no yardstick long enough to measure the contribution of Dr. George Frederick McNally to education in Canada," he said. "This distinguished Canadian has had several careers in his long and productive life, all of them directed to raising the level of education in Canada. Although any one of them would merit the highest commendation, his service with the Advisory Council will be appreciated for years to come."

Dr. George V. Haythorne, Deputy Minister of Labour, in adding his words of commendation to those of Mr. MacEachen, recalled that Dr. McNally had helped shape the program that enabled Canada to train 134,000 veterans in hundreds of diversified courses in the three years immediately after World War II.

"Although he was past the age when many men prefer the quiet consolation of a fireside, pipe and slippers to the hurly-burly of the workaday world," Dr. Haythorne said, "in the years that followed he made contributions of inestimable value to the Federal-Provincial Technical and Vocational Training Program."

When Dr. McNally accepted the invitation to head the Advisory Council in 1943, he was Deputy Minister of Education for Alberta. He continued in that post until 1946, when he was appointed Chancellor of the University of Alberta. He retired from the University in 1952 and has since devoted more and more time to the problems of training Canadians for industry.

Born in Queensbury, York County, New Brunswick, Dr. McNally received his Bachelor of Arts degree from the University of New Brunswick in 1900 and his Masters degree from the University of Alberta in 1911. In between he taught high school in Quebec, New Brunswick and Alberta, and afterwards was an inspector of schools in Alberta. He was honoured with LL.D. degrees from both the University of New Brunswick and the University of Alberta.

In 1957 the Canadian Education Association made Dr. McNally the first recipient of the J. G. Althouse Memorial Award for outstanding achievement in the field of education. His wide experience in education led to his appointment as vice-chairman of the Canadian delegation at the first general conference of UNESCO, and in 1952 as chairman of the National Advisory Committee on Civilian Rehabilitation, a post he held until 1959.

Dr. McNally has served also as chairman of the Edmonton branch of the Canadian Institute of International Affairs, and is an honorary vice-president of the United Nations Society, Edmonton Branch. Active in many phases of community affairs, he is a past Governor of the 4th District of Rotary International, a member of the Canadian Club, past president of the Baptist Union of Western Canada and president of the Baptist Federation of Canada.

Apprenticeship registrations in the nine provinces where statistics were regularly available and in the Northwest Territories had doubled in 10 years to 25,000. On the other hand, the ratio of apprentices to employees in the same occupation had increased from 47 per 10,000 in 1954 to only 60 per 10,000 this year.

The report pointed out that a new schedule, Schedule 10, had been added to the Agreement. It authorized reimbursement by the federal Government of 50 per cent of pro-

vincial government expenditures on approved projects of manpower research. On April 15, the agreement covering this schedule had been signed by six provinces.

Dr. Ross Ford, Director, Technical and Vocational Training Branch, Department of Labour, drew attention to the importance of the new schedule. He said that federal-provincial co-ordinating committees were being formed to arrange its carrying into effect.

Reporting on the action taken regarding

Appointment of Dr. Garnet Page

The appointment of Dr. Garnet T. Page as chairman of the National Technical and Vocational Training Advisory Council was announced on May 27 by the Minister of Labour. The appointment of new members and alternates to the Council to fill vacancies created by retirements was announced at the same time.

Dr. Page, a native of Saskatoon, Sask., has been General Manager and Secretary of the Chemical Institute of Canada, Secretary-General of the Engineering Institute of Canada, and has served on a special Senate Committee on manpower, and on the Canadian Council for Reconstruction through UNESCO from 1946 to 1954.

He was Canadian delegate to the first General Conference of UNESCO, and has worked with the Department of Labour on problems relating to scientific and engineering manpower. He has also served as chairman of the National Advisory Committee on Technological Education since its organization.

At the nomination of the Department of Labour, he worked with the 21-nation Organization for Economic Co-operation and Development as consultant on mathematics training for engineers.

Dr. Page has, upon invitation, assisted several Canadian provinces with teacher recruitment and training, and has been an active member of the Canadian Education Council.

Born in 1920, he was graduated in 1940 from the University of Saskatchewan with a B.A. in chemistry. He served with the Canadian Army from 1940 to 1946. Several European universities have bestowed honours upon him, including an honorary Ph.D. from the Sorbonne, Paris.

New Members

New members appointed to the Advisory Council are: Raymond B. Gaulin, personnel manager of Reynolds Aluminum Company of Canada Limited, Three Rivers, Que.; Donat Quimper, Associate Deputy Minister, Department of Labour, Quebec; Alan M. Thomas, Director, Canadian Association for Adult Education, Toronto; A. E. Hemming, Executive Secretary, Canadian Labour Congress; John Harcourt, representative of the Canadian School Trustees Association, Ottawa; and J. Willard McNutt, Director of Vocational Education, Department of Education, New Brunswick.

Alternate members appointed are: J. P. Despres, Director of Industrial Relations, Iron Ore Company of Canada, Sept-Iles, Que.; R. C. Smithe, Works Manager, Cable Division, Northern Electric Co., Limited, Lachine, Que.; G. T. Dyer, Deputy Minister, Department of Labour, Newfoundland; Lyle Boisvert, President, Ottawa and District Labour Council; C. H. Everett, Vice-President, Crawley Films, Limited, representative of the Canadian School Trustees Association, Ottawa; and F. E. Whittle, Director of Apprenticeship, Department of Labour, Alberta.

resolutions passed at the previous meeting of the Council, the Branch said that with regard to the resolution on the training of Indians (L.G., Jan., p. 25), discussions with officials of the Indian Affairs Branch had led to the conclusion that the provision of special training services for Indians would not be advisable. The best plan would be to integrate training programs for Indians with other

training programs, and this was the policy favoured by the Department of Citizenship and Immigration.

Regarding the resolution, repeated at the last meeting of Council, to the effect that the Branch should report on action required to promote guidance and counselling (L.G., Jan., p. 26), the report said that a special committee had been appointed to give advice

on further action that should be taken, particularly in connection with counselling facilities for adults. An investigation of counselling procedures in the United States Adult War on Poverty program had also been made by Stuart Conger of the Training Branch, and his report had been circulated.

The Technical Services Division of the Branch, the report said, had undertaken 11 new occupational analyses in the 1964-65 year, and it was expected that most of these would be published in 1965. There are at present 23 analyses in print.

Progress had been made in the development of interprovincial examinations for apprentices. Such examinations are based on occupational analyses, and last year there were nearly 2,000 graduates. Seven thousand tradesmen have now passed these interprovincial standards examinations.

Minister of Labour

A suggestion that the minimum educational requirements for entrance into certain technical and vocational courses might have been set too high was made by Hon. Allan MacEachen, federal Minister of Labour, in his address to the Council.

"Perhaps our entrance requirements are not always realistic, and might be re-examined in certain areas to utilize our manpower to the fullest," he said. Many people who might be gifted with their hands were not "equal to the basically academic nature of our education in secondary schools."

These workers must have "an opportunity to qualify for advanced training programs to enable them to participate effectively in our economy. Are we to lose their manual skills because they haven't the capacity to appreciate academic ideas?"

Mr. MacEachen spoke to the Council about the Government's War on Poverty, and much of his description was similar to that which he had given on an earlier occasion (L.G., June, p. 486). He expanded what he had said before about the place that technical training would take in the program.

"Training is by no means the total answer to the war on poverty," he said, "Neither is the provision of shiny new student places. It is, however, a key component . . ." The large numbers being trained did not necessarily show that the training was good and effective. The needs of industry must be constantly re-examined and the curriculum must be kept up to date in order that the training might meet the needs of those who were genuinely unemployed, the Minister said.

Manpower Research Projects

J. P. Francis, Director of the Economics and Research Branch of the Department,

gave the meeting a review of the manpower research projects of his Branch up to 1970, with particular reference to the primary industries. A paper on "The Manpower Impact of Prospective Technological Change in the Eastern Canadian Pulpwood Logging Industry" by Duncan R. Campbell of the Branch was presented to the meeting.

Mr. Francis also reviewed recent developments in connection with a study of the unemployed.

John C. MacDonald of the Economics and Research Branch gave the Council an interim report of a research study of the career decisions of Canadian youth. The main work on it would be begun this autumn, Dr. MacDonald said. It was hoped that a report on the study would be ready before the end of 1967.

The Council expressed misgivings about the lack of progress that had so far been made in the matter of manpower research. The difficulty in obtaining competent research workers was referred to, and the importance of taking advantage of the new Schedule 10 in making use of research agencies other than those of the government was emphasized.

In the discussion on this matter, it was pointed out that the shortage of research workers was being felt not only in Canada, but in other countries as well. It was pointed out also that it took several years to train such specialists. The Council recommended that every advantage should be taken of Schedule 10, and effort should be made to offer financial and other incentives that would attract research workers.

The point was made that the type of research required need not be confined to the degree level, but might be carried by such organizations as the institutes of technology. The Council recommended that the Government should immediately set up co-ordinating committees, and should call a conference on the subject of manpower research.

Max Swerdlow moved that the Training Branch should submit to the next meeting of the Council a comprehensive report that might serve as a plan of action in the field of manpower research. This plan, the motion said, should be worked out in conjunction with a subcommittee appointed by the Council; a description of the plan should be sent to each member at least 30 days before the next meeting, in order to give him an opportunity to consult his group and prepare specific suggestions to present to the meeting.

After it was decided that the subcommittee should be an *ad hoc* one, rather than a standing co-ordinating committee, the motion was adopted. Alan M. Thomas, Director of the Canadian Association for Adult Education, was appointed chairman.

Technological Education

The report of the National Advisory Committee on Technological Education, which was presented by G. F. Vail of the Training Branch, described the progress made in arrangements for the forthcoming conference of administrators of institutes of technology, sponsored by the province of Ontario. It also drew the Council's attention to reports on the training of engineers and technicians that suggested the setting up of a committee to study the functions of technicians in Canadian industry.

Provincial Administrators

The Council attached particular importance to two proposals made by the provincial directors of technical and vocational education, who met on the two days immediately preceding the Council meeting. A report of the meeting was presented by J. W. McNutt, Director of Vocational Education, New Brunswick.

The first proposal referred to "the need for a thorough review of present manpower training programs and policies, with a view to clarifying the present situation and making it possible to amend the federal-provincial agreements to reflect desirable changes."

A second similar proposal suggested that, since revisions of their technical and vocational training programs were being planned by many of the provinces, a close study of these programs should be undertaken in order to provide material for discussion of the direction of manpower training services throughout the country. It was agreed that the Training Branch should prepare the necessary guide lines for a complete discussion at the fall meeting of the Council.

Other proposals approved by the directors at their meeting were that:

—A survey of present educational facilities should be made in co-operation with the National Research Council.

—Early consideration should be given to continued federal participation in training programs after the termination of the present Agreement in 1967.

—Increased federal financial assistance should be provided to training under Program 1 (Secondary School Vocational Program).

—Unemployment insurance benefits should not be provided to persons during training.

—Benefits under Program 5 (Training for the Unemployed) should be extended to persons being trained under the Agricultural Rehabilitation and Development Agency and the Area Development Agency.

—More information is needed on the problems related to training requirements in

connection with joint training programs under ARDA and the Area Development Agency.

—Immediate action should be taken to obtain agreement across Canada on the content of courses and standards of achievement leading to a standard form of diploma for technicians.

—There should be a more definite policy on adult programs under Program 4 (Training in Co-operation with Industry).

—The adult training program should provide for national recognition of standards of attainment.

Guidance Counselling

An interim report on vocational guidance counselling recommended programs for elementary schools, secondary schools, post-secondary schools, disadvantaged persons, and adults in need of counselling, and outlined the purpose of the various programs. A summary of the report, which was prepared by the Training Branch at the request of the Council, was presented by D. Stuart Conger of the Branch, chairman of the committee in charge of the study.

For the carrying of the recommended programs, the report said, guidance counsellors would require more specialized training than they were now getting; and the training should be based on the needs of counselling, rather than on those of teaching, psychology or other professions. A two-year postgraduate course should be established covering certain fields.

The report touched on the need for research into various aspects of counselling.

Directors of Apprenticeship

A report on the conference of the Directors of Apprenticeship held on May 17 to 19 said that there were 26,700 apprentices now in training, and that indications were that there would be a marked increase in their numbers in the near future.

The report said that several of the provinces were working out programs establishing compulsory certification of apprentices, the purpose being to raise standards, increase mobility, and improve training. Many of the provinces are now accepting other training, experience and educational attainments in lieu of part of the apprenticeship training, thus shortening the term of apprenticeship. In some provinces, organized groups and committees may sponsor apprentices, and one province has done away with the formal apprenticeship contract.

Recent developments in Ontario include the establishment of a co-ordinating committee consisting of officials of the Departments of Labour and Education, including the deputy ministers of those departments.

Reports from Members of Council

Mrs. Saul Hayes, National Council of Women of Canada, reported that progress was being made by her organization in a study of "the needs of mature women entering the labour force for the first time, or re-entering it after a separation of some years."

Herbert Cocker, Canadian Construction Association, in a report reiterating the Association's interest in training and retraining of skilled workers, said the CCA hoped that its efforts would enable the industry to meet its manpower needs, and would prevent future shortages of tradesmen, technicians, supervisors and professionals.

W. R. Stewart, on behalf of the Canadian Education Association, submitted certain recommendations to the Council. These were that:

—The federal Government should give early assurance that the Training Agreement would be extended beyond the present term ending in March 1967.

—Regulations regarding the size of school under Program 1 should be relaxed to permit developments in towns of 2,000 to 4,000 population.

—The federal Government should pay 50 per cent of the cost of operation of technical and vocational schools, and 75 per cent of the cost of training programs for teachers for such schools.

—Grants to students from isolated areas studying at vocational schools should be increased.

—The federal-provincial cost-sharing agreement should be more flexible to allow a greater measure of provincial autonomy, and should provide for more adequate research and time for planning than "the crash programs that are forced upon the provinces at present by virtue of time limitations."

Most of the recommendations of the Canadian Education Association were approved by Council.

Training in Industry

Despite the apparently meagre results of Program 4 (Training in Co-operation with Industry), a considerable amount of co-operative training by industry, labour and government was being carried on, said W. J. Hurd, Chief of the Apprenticeship and Trade Training Division of the Technical and Vocational Training Branch, in a paper on training in industry.

He mentioned as examples the growing number of training-on-the-job contract arrangements for training unemployed persons in plants under Program 5, and the large

number of evening and extension programs arranged at the request of industry.

Some parts of industry were active in programs of their own, and recently several groups of organized labour had, with the co-operation of management, incorporated unprecedented provisions for training in their collective agreements.

"We must, however, face the fact that much of industry does little more than that which will satisfy their immediate short-term needs," Mr. Hurd said, and he reminded the Council that "many kinds of training cannot be given successfully or economically in a school." He referred to a statement in the Minister of Labour's address to the meeting to the effect that "there is some limit to the amount government can do toward assuming industry's responsibility . . ."

Among the "most telling factors" that pointed to the need for considering the subject of training in industry, Mr. Hurd mentioned the inclination of Canadian industry to rely on immigration and on short-term, informal, narrow, specialized training; and recurring shortages of skilled manpower in a time of relatively high unemployment.

Other Business

Dr. Ross Ford, Director, Technical and Vocational Training Branch, Department of Labour, described to the Council the problems involved in training the disadvantaged, the types of people for whom the training was designed, and the various programs being planned.

J. W. McNutt urged that the Council should soon consider the extension of the present Agreement, which terminates in 1967.

The Council approved a resolution proposed by Mr. Swerdlow asking the federal Government, in co-operation with the provinces, to continue to provide leadership and financial aid in carrying on the training of skilled manpower. The Council suggested the urgent need to undertake a study of the Agreement in the light of past experience, in order to make sure that the new agreement to be signed in 1967 would be as effective an instrument as possible for dealing with current training needs.

Mr. Swerdlow announced that the Canadian Labour Congress would hold a national conference in mid-November, to be attended by between 150 and 200 persons, at which the first concern would be to study technical and vocational training, and especially to examine what could be done by organized labour to participate actively in this field.

It was announced that the 10th meeting of the Council would be held in Ottawa on November 17 and 18.

Laval University's 20th Annual Industrial Relations Conference

Theme of 20th anniversary conference is the new Quebec Labour Code enacted last July. More than 650 delegates were present

(Translation)

The University of Laval's 20th annual Industrial Relations Conference was held at Quebec on April 26 and 27; and 654 representatives of Canadian universities, lawyers and industrial relations specialists attended. The theme of the conference was the new Quebec Labour Code, passed last July.

Msgr. Louis-Albert Vachon, Rector of the University, pointed out that the university wanted to keep in touch with the world of labour, "for if we are responsible for training the people who will help you one day, it is also up to us to develop a philosophy and a theology of labour."

The new Code represents the first real effort to bring together previously existing factors, and establishes a number of new procedures with regard to certain highly controversial matters: the right of association and of certification for certain classes of salaried workers, negotiation procedures, and delays prior to strikes or lockouts, etc. The Code is part of an extensive effort on the part of the public authorities to regulate relations between management and labour.

Rev. Gérard Hébert, S.J.

Rev. Gérard Hébert, a member of the Montreal *Institut social populaire*, explained the background of the new Code. Quebec labour relations legislation, he said, had been influenced in three ways, by Great Britain and New Zealand, and by Europe—when the conciliation and arbitration system was recognized in 1901 and the Trade Union and Collective Agreement Acts were adopted in 1924 and 1934—and by the United States, when the Labour Relations Act of 1944 revealed the influence of the Wagner Act, as it introduced in Canada exclusive union recognition and management's obligation to negotiate collective agreements with certified employee associations. The Labour Relations Board was established at the same time to see that the system was applied.

From that time, conciliation and arbitration had to be attempted before resorting to a strike or lockout. The amendments of 1961 strengthened the right of association while slightly modifying government action in the settlement of disputes.

In his ensuing analysis of the Quebec Labour Code, Father Hébert showed how all the components of the province's Acts

had been regrouped in Bill 54. Before dealing with the Act that Quebec enacted in July 1964, he described the four versions considered.

The first, or so-called "compromise" version (June 5, 1963), did not satisfy anyone. The second one, known as the "hesitant" version (February 15-18, 1964), bringing collective agreements under the Civil Code, did not meet with any better reception. The third version (April 30, 1964), which the speaker referred to as the "basic opinion" version, was clearly aimed at greater liberalization of labour relations, and the fourth version (July 9, 1964), or "public service" version, in which the Government went beyond the experts' recommendations, grants all public services the right to strike with, however, the possibility that a commission of inquiry will be set up or an injunction issued when public health or security are involved. In this version the Government re-affirmed its intention to limit any action it might take in settling disputes.

The Labour Code, which was passed unanimously on July 22 and assented to on the 31st of that month, has been in force since September 1, 1964. In general, the Code systematizes and brings the former acts up to date, and protects a greater number of workers.

The Code was amended by Bill 15 in order to include teachers in the public service classification and to add education to public health and welfare as motives for special intervention by way of inquiries or injunction. The speaker wondered whether some terms of Bill 15 do not tend to limit its scope. Rather than judge the matter right away, he preferred to await legislation on civil servants before assessing the importance of the direction taken by the new Code.

Jean Réal Cardin

Jean Réal Cardin, Director of the Industrial Relations Department of Laval University, dealt with the right of association, its scope and limitations. He pointed out that although no explicit distinction is made in the text of the Labour Code between a union and an association, it is more accurate to consider the Code as an act governing unions rather than one governing associations in general.

Contrary to the "French law," the Quebec Labour Code restricts the concept of association to salaried workers and employers alone, as defined in sections 1(a) and 1(d).

The speaker considered that the components on which the Quebec union law is based are to be found in the North American industrial relations system. He pointed out that the person classed as a "salaried worker," which term excludes him from other employees not considered as salaried workers for the purposes of the law, entitles him to be formally recognized as competent to negotiate legally through a union certified by the Labour Relations Board.

The speaker outlined the difference between expressions used in the old Labour Relations Act and in the new Labour Code, in which he saw an extension of the right of association. Moreover, a number of exceptions to the concept of salaried workers having been dropped, he said, the Code opens the way to the unionization of senior personnel and, in the years to come, a new style of dialogue between salaried professional workers and their professional association will take place. In each case involving professional people it will be necessary to determine which of them are professional salaried workers within the meaning of the Act.

Mr. Cardin referred to the civil servants governed by the Civil Service Act and wondered whether the legislator wanted them to be considered as a "special group." But he suggested that the "ideal formula would be to leave intact as many rights as possible while at the same time providing the most effective means of limiting as much as possible their practical application."

Mr. Cardin said the Quebec Labour Code had extended, quite considerably in some cases, the application of the law governing association, it has rendered its terms more flexible and has brought the province's labour law more in line with that of other western countries and closer to the standards of international labour laws.

André Roy

André Roy, a member of the Quebec Labour Relations Board, explained how the Board worked and the changes that had occurred in recent years, particularly as a result of the addition of section 107 and 108 to the Labour Code. He outlined some of the difficulties these changes had given rise to, leaving it up to the audience to draw their own conclusions.

He then proceeded to give a brief review of the sections concerning the Board, indicating its independence, and illustrating the extent of its work and the various tasks it is being allowed under several new sections.

Mr. Roy dealt at length with the settlement of complaints of dismissals submitted under the Code, and suggested that the decisions arrived at for a great number of claims submitted to the Board should be studied in detail.

The speaker ended his submission by pointing to Section 3 of the Code as a guiding light for all the other provisions in order to avoid deflecting the Act from its true purpose.

Mr. Justice Gérard Vaillancourt

Hon. Mr. Justice Gérard Vaillancourt, Vice-Chairman of the Quebec Labour Relations Board, dealt with certification in labour legislation. He defined certification, then stated that the registration of the decision and the issuance of a certificate were the standards for a union's certification once the Board is satisfied that the applicant meets the requirements of the Act and can represent an absolute majority of employees. In so doing, the Board does not settle a dispute but ascertains the "representative fact" of the association.

Mr. Vaillancourt nevertheless wondered whether an employer can deny a union's right to represent workers in view of the quasi-judicial scope of a decision by the QLRB. The Board's right to review is restricted, however, by the section providing that "certification of an association of salaried workers lawfully cancels the certification of any other association for the group to which the new certification applies."

Fernand Morin

Fernand Morin, a professor at the Faculty of Commerce of Laval University, dealt with the role and function of collective agreements. The economic role of collective agreements is to eliminate harmful competition between employees and to protect them from sudden changes in the economy when the employer can anticipate his production costs and reduce such costs by other means. From the social standpoint, collective agreements, while uniting the salaried workers on their side, actually constitute co-operation pacts between the parties. Mr. Morin pointed out the conditions relating to form and content established by the new Code, concluding that "the process of drawing up a collective agreement and its content reveal its truly contractual nature."

These legal documents have the effect on the contracting parties and the salaried workers of committing them to maintaining social peace, and they can only renegotiate when the collective agreement expires. The contracting union obtains the right to appeal to a court of law and becomes the sole agent entitled to settle grievances.

Where the salaried workers are concerned, collective agreements are imperative in that they bind the parties to the terms of the agreement, automatic because the salaried workers cannot refuse to comply, and immediate, because the greater good of all salaried workers is at stake.

For all concerned, collective agreements are instruments of democratization since they provoke a dialogue.

Marius Bergeron, Q.C.

Marius Bergeron, Q.C., a member of a Montreal legal firm, dealt with negotiation procedures and the resorting to strikes and lockouts. He noted that Sections 40 and 94 of the Code give one or the other party the right to serve notice of negotiation, together with the obligation for both parties to negotiate in good faith.

To negotiate in good faith, according to a decision handed down in January 1961, is: "not to deliberately refuse to discuss with the representatives of the other party the terms of the collective agreement that are to be considered when the opportunity to negotiate arises".

Other decisions referred to by the speaker which have been handed down either in Ontario or the United States, establish that there is bad faith whenever the behaviour of one of the parties reflects a state of mind that is opposed to reaching agreement.

The obligation for the parties to attend meetings called by the conciliator is contained in section 44. The conciliator has 45 days within which to comply with his terms of reference. The period can be extended if the parties agree to so advise him in writing.

The right to organize strikes or lockouts is acquired 60 or 90 days after receipt of the notice of dispute by the Minister. The procedure differs, however, in the case of a public service.

Judicious action by the conciliator helps serious negotiations to take place rapidly as required by the new Quebec Labour Code, the speaker concluded.

Robert Auclair

Robert Auclair, an official of the Quebec Labour Department, dealt with disputes, grievances and disagreements. The first of these are to be found at the negotiation stage, the second at the stage of interpretation, and the last are not in any way connected with the other two.

Conciliation is the only compulsory stage for settling disputes, but the parties can in common accord resort to arbitration in order to obtain an enforceable decision within 60 days following the appointment of a chairman.

The Act nevertheless provides for the settlement of grievances to immediate arbitration both for the employer and the union.

Where disagreements are concerned, the speaker pointed out that the Code allows the parties to adopt a system of settlement, thus opening the way to negotiation, except in the case of policemen or firemen, who have their own procedure.

The speaker concluded that in the new Code the legislator places confidence in the parties and simplifies procedure by clarifying it so that disputes, grievances and disagreements may be settled peacefully.

Hon. Carrier Fortin

Hon. Carrier Fortin, Quebec Minister of Labour, who attended the conference in order to outline the projects of his department in the new role it is called upon to play under the new labour Code, briefly reviewed his department's various roles in three periods since about 1880.

There was a 50-year period during which it was a matter of protecting labour by means of industrial security and workmen's compensation. From 1930 to 1950 the Department played two roles, particularly with regard to industrial relations and bringing the parties closer together.

Finally, the last 15 years have been a period of dialogue and effort on the part of the Department to complete the action towards agreement of the parties. This, of course, has been the phase that has shown the Minister the new measures a present-day Department of Labour should adopt. "There will therefore be two entirely separate programs, he stated, depending on whether the Department's role is a labour relations arbitrator, or as the servant of the labour force."

With regard to labour relations, the Minister believed that the new Act has re-established balance between the parties, that it makes a distinction between collective rights and traditional individual rights, and makes it the responsibility of the parties to reach an agreement. He explained the content of a series of sections of the Code which constitute the procedure to be followed in order to reach a collective agreement, if there is agreement, or to call a strike or lockout if there is disagreement.

The role the Department plays in protecting labour is to see that unions and management respect "the rules of the game." This being understood, the Minister, referring to the services employers receive from the Department of Industry and Commerce, wants to set up within his Department such services as will make it the workers' department.

Labour problems will receive all the attention they deserve, since it is a matter of assuring employment security. Programs for vocational training, apprenticeship, retraining and placement, the reclassification of the unemployed and the provision of information on the economic situation will become the daily preoccupation of a Department of Labour faced with the requirements of the present-day labour force.

The Minister stated that he was relying on an efficient placement service to enable his Department to achieve one of its objectives with regard to employment. He pointed out that this service "makes it possible to meet the requirements of a free market by providing both those who offer and those who seek employment with the information they need, so that full use can be made of each worker's abilities. It is therefore a highly profitable agency from the economic standpoint.

"What is more, a placement service is an important source of statistics regarding the labour market and these statistics show what policies should be adopted with regard to employment and labour".

This important service, according to Mr. Fortin, would be connected with the re-training, re-adaptation and re-integration of workers and with co-ordinating the various forms of social assistance so that the transfer could take place smoothly. The reclassification of the unemployed, assistance to industries who foresee collective dismissals and the dialogue with the parties concerned will be the responsibility of the re-organized provincial placement service.

It should be noted, the Minister said, that our placement service will be the first of its

kind in Canada to be administered free of charge by a government.

In order to proceed logically according to its economic concept and to develop a real employment security policy, Quebec intends to re-occupy the placement field of its workers and avoid losing its skilled labour.

Relations between management and labour, where matters outside the scope of collective agreements are concerned, require a "contact" agency within each industry and, in the Minister's opinion, constitute an important objective "in order to be quite sure that we have not overlooked an important factor in sound relations between management and labour."

In the last part of his submission, Mr. Fortin referred to the reform initiated now that the Collective Agreement Act—Order No. 4—is under review, the result of which should be announced shortly.

The new publications issued by the Department as a means whereby the greatest number of people connected with labour can be kept informed, are a recent achievement which his Department intends to continue so that research may be intensified in order to meet the needs of all administrative sectors, particularly on the economic side.

The Minister concluded by outlining other steps to be taken to better serve the labour force, the province's essential asset, by pursuing in a different state of mind the dialogue between the Department, management and labour at all stages of legislation and its application. He was therefore relying on the energetic efforts of the groups concerned to ensure the satisfactory operation of an integrated labour relations system.

British Incomes Policy

Trade unions rally in support of Government's wages, profits and prices policy. National Board for Prices and Incomes set up to keep increases in line with increases in productivity

Massive union support is rallying behind the British Government's wages, profits and prices policy, despite earlier indications that the new policy might be swamped by a series of wage demands exceeding the Government's proposed annual "norm" of 3 to 3½ per cent.

In recent weeks a number of Britain's major unions have voted in favour of the policy. Among them were the National Union of Railwaymen and the Amalgamated Engineering Union—the latter voting "100 per cent support" of the Government's policy.

A National Board for Prices and Incomes was set up to initiate a policy under which increases must be related to increased productivity.

Objectives of the Board are to achieve and maintain a rapid increase in output and real incomes, combined with full employment, and to ensure that the benefits of faster growth are distributed in a way that will satisfy the claims of social need and justice.

The procedures and machinery under which the Board will operate were outlined in a

joint statement of "Intent on Productivity, Prices and Incomes," signed last December by the Government, trade unions, and industry, "to ensure that British industry is dynamic and that its prices are competitive; to raise productivity and efficiency so that real national output can increase, and to keep increases in wages, salaries and other forms of incomes in line with this increase; and to keep the general level of prices stable."

The nine-member Board was set up in April after consultations with representatives of employers and trade unions and discussions in the National Economic Development Council.

The Board has the power of a royal commission to dig into private industry's files and papers, but will not be able to launch court prosecutions if a union or a company is found to be pushing its demands beyond the estimated 3½-per-cent increase in the country's economic growth.

The joint statement of intent recorded the need to keep under review the general movement of prices and of money incomes of all kinds, and to examine particular cases in order to ascertain whether or not the behaviour of prices or wages, salaries or other money incomes was in the national interest.

The Secretary of State for Economic Affairs, George Brown, announced that the first of these steps would be undertaken by the National Economic Development Council (NEDC), and the second by the National Board for Prices and Incomes.

Particulars of the Government's proposals were set out in a White Paper, "Machinery of Prices and Incomes Policy," presented on April 8.

Factors to be taken into account when considering prices and incomes are listed in the White Paper, which also gives the circumstances under which prices might justifiably increase and those under which reductions in prices could be expected.*

An important step in the implementation of an incomes policy after further discussions in the NEDC, the White Paper points out, would be to formulate the norm and criteria that would guide the National Board for Prices and Incomes.

In present circumstances the appropriate figure for this purpose is 3 to 3½ per cent. This would be subject to re-examination by the Government in the light of reviews to be conducted from time to time by the NEDC.

* In January 1962 the United States President's Council of Economic Advisers recommended a similar set of what were called "Presidential Guidelines" for non-inflationary wage and price decisions (L.G. 1962, p. 812).

The new National Board for Prices and Incomes began its career last month by examining three cases of price increases: in the bread and flour industry, the soaps and detergents industry and the road haulage business.

The Board is questioning the relevant trade associations and companies as to how prices have moved in relation to costs during the past few years, and how they seem likely to move in the future.

Aubrey Jones, the Chairman of the Board, said at a news conference that he did not think a reference to the Board should be regarded by a company or organization as a stigma.

The results of the three enquiries, expected during July, will give strong indications of the effectiveness of the Board.

The role of the NEDC as outlined in the White Paper would be to review general price and income behaviour. This would ensure that representatives of the Government, management, and unions would be closely associated with it in an agreed policy for prices and incomes.

The National Board for Prices and Incomes is to work in two separate divisions known as the Prices Review Division and the Incomes Review Division.

In principle, the White Paper states, the Prices Review Division will investigate any price or group of prices (manufacturing, wholesale or retail) of goods and services in private industry and in nationalized industry.

The Incomes Review Division will investigate claims and settlements relating to wage and salary increases, reductions in hours, and other improvements in conditions of service, whether in private sector, the nationalized industries or the public service.

As in the case of prices, the Government will retain direct responsibility for all references of claims, settlements, and other questions to the Incomes Review Division.

Some of these might be at the request of one or both parties; others might be directly selected by the Government as meriting investigation.

The Incomes Review Division, like the Prices Review Division, will decide its own procedure, including the extent to which it would sit in public.

The White Paper states that it is the Government's intention that its prices and incomes policy should be given every chance of proving that it can be made to work on a voluntary basis.

In the case of both prices and incomes, persuasion and the pressure of public opinion would be relied upon to ensure that the findings and recommendations are accepted by the parties concerned.

The Government would resort to statutory authority only if they were convinced that the voluntary method had failed.

The White Paper lists the factors to be taken into account when considering prices and incomes, together with the circumstances under which prices might justifiably increase, and those under which reductions in prices could be expected. They will apply equally to the prices of goods and services whether provided by private or public enterprise.

Enterprises will not be expected to raise their prices except in the following circumstances:

1. If output per employee cannot be increased sufficiently to allow wages and salaries to increase at a rate consistent with the criteria for incomes stated below without some increase in prices, and no offsetting reductions can be made in non-labour costs per unit of output or in the return sought on investment;

2. If there are unavoidable increases in non-labour costs such as materials, fuel, services or marketing costs per unit of output which cannot be offset by reductions in labour or capital costs per unit of output or in the return sought on investment;

3. If there are unavoidable increases in capital costs per unit of output which cannot be offset by reductions in non-capital costs per unit of output or in the return sought on investment;

4. If, after every effort has been made to reduce costs, the enterprise is unable to secure the capital required to meet home and overseas demand.

Enterprises will be expected to reduce their prices in the following circumstances:

1. If output per employee is increasing faster than the rate of increase in wages and salaries which is consistent with the criteria for incomes

stated below, and there are no offsetting and unavoidable increases in non-labour costs per unit of output;

2. If the costs of materials, fuel or services per unit of output are falling and there are no offsetting and unavoidable increases in labour or capital costs per unit of output;

3. If capital costs per unit of output are falling and there are no offsetting and unavoidable increases in non-capital costs per unit of output;

4. If profits are based on excessive market power.

Exceptional pay increases should be confined to the following circumstances:

1. Where the employees concerned, for example by accepting more exacting work or a major change in working practices, make a direct contribution toward increasing productivity in the particular firm or industry. Even in such cases some of the benefit should accrue to the community as a whole in the form of lower prices;

2. Where it is essential in the national interest to secure a change in the distribution of manpower (or to prevent a change which would otherwise take place) and a pay increase would be both necessary and effective for this purpose;

3. Where there is a general recognition that existing wage and salary levels are too low to maintain a reasonable standard of living;

4. Where there is widespread recognition that the pay of a certain group of workers has fallen seriously out of line with the level of remuneration for similar work and needs in the national interest to be improved.

Government spokesmen have pointed out that development of an effective policy will require considerable effort by unions, management and all others concerned with the determination of incomes.

The proposed "norm" of 3 to 3½ per cent will be periodically re-examined by the Government in the light of reviews to be conducted from time to time by the Economic Development Council.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Total Civilian labour force (a).....</i> (000)	May 22	7,123	+ 2.2	+ 3.0
Employed.....	May 22	6,858	+ 4.0	+ 3.6
Agriculture.....	May 22	655	+16.3	- 2.8
Non-agriculture.....	May 22	6,203	+ 2.8	+ 4.3
Paid workers.....	May 22	5,723	+ 3.7	+ 5.5
At work 35 hours or more.....	May 22	5,798	+84.1 ⁽¹⁾	+51.0
At work less than 35 hours.....	May 22	885	-72.8 ⁽¹⁾	-66.1
Employed but not at work.....	May 22	175	- 7.9	+ 2.9
Unemployed.....	May 22	265	-28.6	- 9.6
Atlantic.....	May 22	45	-40.8	+12.5
Quebec.....	May 22	105	-21.1	- 7.1
Ontario.....	May 22	59	-26.3	-15.7
Prairie.....	May 22	30	-42.3	- 6.3
Pacific.....	May 22	26	-13.3	-31.6
Without work and seeking work.....	May 22	250	-27.5	-11.0
On temporary layoff up to 30 days.....	May 22	15	-42.3	+25.0
<i>Industrial employment (1949=100).....</i>	March	130.6	+ 0.8	+ 5.7
Manufacturing employment (1949=100).....	March	124.2	+ 1.3	+ 4.9
<i>Immigration.....</i>	1st Qtr 1965	22,279	—	+27.0
Destined to the labour force.....	1st Qtr 1965	11,297	—	+27.6
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	May	55	-16.7	+ 57.1
No. of workers involved.....	May	16,498	+42.1	+120.3
Duration in man-days.....	May	148,060	+21.9	+132.4
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.).....	March	\$90.17	+ 1.0	+ 5.7
Average hourly earnings (mfg.).....	March	\$2.11	+ 1.4	+ 5.0
Average hours worked per week (mfg.).....	March	41.3	+ 1.7	+ 1.5
Average weekly wages (mfg.).....	March	\$87.15	+ 3.2	+ 6.5
Consumer price index (1949=100).....	May	138.0	+ 0.2	+ 2.2
Index numbers of weekly wages in 1949 dollars (1949=100).....	March	151.6	+ 2.8	+ 4.4
Total labour income.....\$000,000.	March	2,032	+ 1.7	+10.5
<i>Industrial Production</i>				
Total (average 1949=100).....	April	224.1	- 1.2	+ 5.9
Manufacturing.....	April	197.4	- 0.8	+ 4.9
Durables.....	April	211.4	- 0.8	+ 8.1
Non-durables.....	April	185.5	- 0.7	+ 2.0
<i>New Residential Construction (b)</i>				
Starts.....	May	13,661	+53.9	+20.5
Completion.....	May	8,679	-39.5	+23.2
Under construction.....	May	72,575	+ 7.1	+15.9

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

⁽¹⁾ Due to Good Friday in survey week.

Employment and Unemployment, May

Employment increased seasonably by an estimated 261,000 between April and May.

Unemployment declined by 106,000 to 265,000, about the usual decrease for this time of year. Unemployment in May represented 3.7 per cent of the labour force, compared with 4.2 per cent in May 1964 and 5.2 per cent in May 1963. Seasonally adjusted, the May unemployment rate was 4.2 per cent.

Unemployment rates were lower than a year earlier in all regions except the Atlantic.

Employment in May was 237,000 higher than a year earlier, and unemployment was 28,000 lower. The labour force, at 7,123,000, was 209,000, or 3.0 per cent, higher than in May 1964.

Employment

The April-to-May increase in employment stemmed mainly from increased activity in the seasonal industries that customarily show a noticeable improvement at this time of year. Farm employment rose by 92,000 during the month, and non-farm employment by 169,000, which increases were in line with seasonal expectations. As usual, the expansion in non-farm employment was heaviest in the construction industry.

The employment gain between April and May was distributed among all age groups. Men accounted for some 220,000 of the total, and the number of employed women increased by 41,000.

Total employment in May showed an increase of 3.6 per cent from a year earlier. All regions contributed to this increase.

Non-farm employment was up 256,000, or 4.3 per cent, from May 1964. Employment gains over the year were widespread, most non-farm industries sharing in the improvement. The largest advances were in trade and service.

Farm employment, at 655,000, was 19,000 lower than a year earlier.

Unemployment

Unemployment declined seasonally by 106,000 to 265,000 between April and May. The May estimate was 28,000 lower than a year earlier.

Of the 265,000 unemployed in May, 212,000 were men and 53,000 were women. Some 61,000, or 23 per cent of the unemployment total, were teen-agers. The unemployment rate for persons in this age group was 8.8 per cent compared with 3.7 per cent for all age groups.

About two thirds of the total number of unemployed had been unemployed for three months or less. Some 52,000 had been seeking work for four to six months and 44,000 for seven months or more. Persons unemployed for four months or more accounted for 36 per cent of the total, compared with 40 per cent a year earlier.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	May 1965	May 1964	May 1965	May 1964	May 1965	May 1964	May 1965	May 1964
Metropolitan.....	1	2	4	7	7	3	.....	.....
Major Industrial.....	4	5	12	14	10	7	.....	.....
Major Agricultural.....	2	2	4	5	8	7	.....	.....
Minor.....	5	12	26	27	25	18	2	.....
Total.....	12	21	46	53	50	35	2	.....

NOTE: Before January 1965, when Grande Prairie was added, 109 areas were surveyed.

CLASSIFICATION OF LABOUR MARKET AREAS—MAY

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	St. John's	Halifax → QUEBEC-LEVIS Vancouver- New Westminster- Mission City Winnipeg	→ CALGARY → EDMONTON → HAMILTON → MONTREAL Ottawa-Hull Toronto Windsor	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Corner Brook Lac St. Jean Rouyn-Val d'Or Shawinigan	Cornwall Granby-Farnham- Cowansville → JOLIETTE Fort William- Port Arthur → MONCTON → NEW GLASGOW Peterborough Saint John → SHERBROOKE → SYDNEY-SYDNEY MINES Timmins-New Kiskeard Kirkland Lake → TROIS RIVIERES	Brantford Guelph → KINGSTON Kitchener London → NIAGARA PENINSULA → OSHAWA → SARNIA Sudbury Victoria	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	Riviere du Loup Thetford-Megantic St. Georges	→ CHARLOTTETOWN Lethbridge North Battleford → PRINCE ALBERT	→ BARRIE → BRANDON Chatham → MOOSE JAW → RED DEER → REGINA → SASKATOON → YORKTON	
MINOR AREAS (labour force 10,000 to 25,000)	Dawson Creek Gaspe Okanagan Valley Quebec North Shore Rimouski	→ BATHURST Belleville-Trenton → BRIDGEWATER → CAMPBELLTON → DAUPHIN Drummondville → EDMUNDSTON → GRAND FALLS Grande Prairie Kamloops Kentville → MONTMAGNY → NEWCASTLE → PORTAGE LA PRAIRIE Prince Rupert → PRINCE GEORGE- QUESNEL → STE. AGATHE- ST. JEROME St. Jean → ST. STEPHEN Sault Ste. Marie → SOREL → SUMMERSIDE → TRURO → VALLEYFIELD → VICTORIAVILLE → YARMOUTH	Beauharnois → BRACEBRIDGE Brampton Central Vancouver Island → CHILLIWACK → CRANBROOK → DRUMHELLER → FREDERICTON Galt Goderich → LACHUTE- STE. THERESE → LINDSAY → MEDICINE HAT → NORTH BAY → OWEN SOUND → PEMBROKE → ST. HYACINTHE St. Thomas → SIMCOE → SWIFT CURRENT → TRAIL-NELSON Walkerton → WEYBURN → WOODSTOCK, N.B. Woodstock- Tillsonburg	→ LISTOWEL → STRATFORD

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used see page 591 of this issue.

Employment of the Disabled

Ian Campbell of the federal Department of Labour presides over panel discussion at World Congress of the International Society for Rehabilitation of the Disabled held at Copenhagen

The report of the Ninth World Congress of the International Society for Rehabilitation of the Disabled, held in Copenhagen in 1963, has just been released.

Included in it is the report of a panel discussion on the disabled and the labour market. Ian Campbell, National Co-ordinator, Civilian Rehabilitation Branch, Department of Labour, Ottawa, chaired this session.

In introducing the discussion, Mr. Campbell quoted a remark by Hall H. Popham of Ottawa, president of the International Society for Rehabilitation of the Disabled, who said, "The ultimate goal of all rehabilitation is to enable the handicapped individual to work . . . A job is essential, not only to enable the individual to be economically self-supporting, but also to assure him his rightful place in his home community."

Mr. Campbell said rehabilitation was a subject of concern to all nations, regardless of the nature of their economies. He added that every person, disabled or not, had a right to the place in life for which his nature, inclination, skill and training fitted him, and within the range of opportunity made possible by the society in which he lived. Many disabled persons, however, must be prepared and guided into work which involved, in the majority of cases, an employer-employee relationship.

With such relationships, the success of a vocational rehabilitation program depended substantially upon the attitude of organized workers, organized employers, and on their co-operation. They, in turn, were influenced by the sincerity and practical approach of those who work with the disabled and by the guidance of the international organizations to which they belonged.

All were affected by the work and direction of the International Labour Organization, which had given support to the development of vocational rehabilitation programs in member nations.

Views of ILO

A. A. Bennett, a representative of the Vocational Rehabilitation Section of the International Labour Organization, discussed some of the difficulties in trying to resettle the disabled and how they might be tackled.

He noted that, in a buoyant, expanding economy where labour was hard to obtain,

and workers were sought in all quarters, it was not difficult, quite often the reverse, to fit disabled persons into suitable jobs.

In a stagnant economy, in times of depression, or where there were problems of overpopulation, heavy unemployment or underemployment, the situation was quite different. Placement of anybody was difficult, the disabled more so.

He suggested that, in such a situation, special attention should be given to the selection of suitable disabled persons on the basis of their ability to compete equally with qualified, able-bodied applicants. Care should be taken to see that their chances of being considered were equal.

Vocational training and other forms of preparation for employment should be concentrated on the production of highly-skilled workers for whom jobs might exist or who might be helped toward self-employment. In any event they would have better chances of securing employment because of their level of skill.

The aim for a large proportion of disabled persons, for whom prospects of receiving paid employment or becoming independently self-employed are slim, might be the setting-up of some sheltered workshop or some form of co-operative enterprise.

Even in the richer, more industrialized and socially developed countries, employers were sometimes reluctant to engage the disabled because of misconceptions about their work performance, absentee and accident rates, sickness, and level of stability and employment.

Trade unions were generally sympathetic to the needs of the disabled, especially their own injured and disabled members; but they, too, were subject to the same misconceptions as employers and the general public.

The support of trade unions and employers could be obtained through factual publicity and by enlisting their co-operation in measures to improve working opportunities for the disabled, he thought.

One of the biggest obstacles to the employment of the disabled, the speaker pointed out, was the medical examination that many employers required as a condition of engagement.

Far too often the examinations excluded suitable disabled persons because they could

not meet the physical standards imposed, which frequently bore no relationship to the specific job requirements.

The speaker thought that governments could do much to help the cause of rehabilitation if they were prepared to make the medical standards fit the job for employment in government service. They could also take the lead in providing a number of jobs for the disabled.

In many countries, Mr. Bennett said, employers were awaiting a decisive lead of this kind by their governments.

Views of Organized Labour

In outlining the concerns of organized employees, Alfred Braunthal of the International Confederation of Free Trade Unions, listed the interests mentioned by the groups. They included the establishment of centralized, governmental or government-controlled organizations equipped to establish rules for the rehabilitation and employment of the disabled and with authority to enforce the rules. They were interested in participating in the drafting of laws and rules on these subjects and in their implementation.

They considered that sheltered workshops should be provided for disabled persons who could not be expected to meet the requirements of the general labour market with which they would be faced.

It was their opinion that at all major work places, a certain proportion of jobs should be reserved for the disabled, be it by law, by established rules, or by collective agreements.

They were concerned that fair wages should be paid to the disabled, either the regular wages as fixed by collective agreements or, in case of reduced working capacity, a percentage of the regular wages corresponding to this capacity. They indicated that work councils should adequately protect the interests of handicapped workers on the job.

Views of Organized Employers

Johannes Ammundsen of the International Organization of Employers noted that the placement of the disabled in suitable occupations was the aim of the rehabilitation process. It was generally accepted that medical care and financial support was not sufficient, but that the fullest possible restoration of working abilities was of the greatest importance to the disabled and to the community in which they re-appeared as useful citizens.

The speaker reviewed some of the problems in the placement of disabled persons in employment. Some countries, such as countries with large numbers of war-disabled, had a larger number of disabled persons than others. The general level of employ-

ment in a country was also a fact to be considered.

Under conditions of full employment, employers often found it was to their advantage to employ disabled persons in suitable occupations. From an economic point of view, the disabled who returned to the labour market would be a welcome supply of labour.

The success of the efforts of rehabilitation and placement of the disabled within the normal labour market was, to a large degree, dependent on the success of the policy of full employment.

In certain parts of the world, however, the supply of labour far exceeded the demand. In such circumstances, disabled persons would not be expected to find normal occupations on a large scale and the aim must be to encourage useful work in other ways.

Mr. Ammundsen thought that, although there was an increase of interest in the employment of the disabled, there were still employers who did not understand their problems. He noted, also, that disabled persons were often steady workers and that, in conditions of full employment when fluctuations within the labour force were increasing, this became a valuable quality.

Organizations of employers and of labour could help materially in the return of the disabled to the labour market. This was important, not only to the disabled, who thus regained a position as useful workers and citizens, but to the manpower resources they represented because it meant a productive contribution to the national economy.

Views of the Disabled

Raimondo Magnani, President, International Federation of Disabled Workers and Civilian Handicapped, said the number of disabled persons had increased, while at the same time technical progress was limiting the opportunities for employment of unspecialized labour. Therefore, it was obvious that the handicapped must have good opportunities for education and vocational preparation.

He said he had reservations about compulsory employment systems in some countries. He thought that the handicapped person was often assigned to work that did not use his ability to the full. The employer found himself unable to use the handicapped profitably and regarded the compulsory employment of these individuals as an unfair tax on his business.

A system that could place the disabled in suitable positions according to their capabilities and training seemed to the speaker to be the way to help them take their rightful place in society.

COLLECTIVE BARGAINING REVIEW

Collective Bargaining Scene

Agreements covering 500 or more employees,
excluding those in the construction industry

Part I—Agreements Expiring During June, July and August

(except those under negotiation in May)

Company and Location	Union
Anglo-Nfld. Development, Grand Falls, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Bathurst Power & Paper, Bathurst, N.B.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Canada & Dominion Sugar, Montreal, Que.	Bakery Wkrs. (CLC)
Copper Rand Chibougamau Mines, Chibougamau, Que.	Steelworkers (AFL-CIO/CLC)
Denison Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Dominion Glass, Montreal, Que.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Steel & Coal Corp. (Cdn. Bridge), Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Montreal & vicinity, Que.	Retail Clerks (AFL-CIO/CLC)
Domtar Newsprint (Woodlands Div.), Riviere Jacques Cartier, Que.	Pulp and Paper Wkrs. Federation (CNTU)
Duplate Canada Ltd., Oshawa, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Fraser Companies, Atholville, Edmunston & New-castle, N.B.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Hotels & taverns (various), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
Winnipeg Metro., Man.	Public Empl. (CLC)

Part II—Negotiations in Progress During May

(except those concluded in May)

Bargaining

American Motors Canada Ltd., Brampton, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Associated Fur Industries, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Assn. des Marchands Detaillants (Produits Alimentaires), Quebec, Que.	Commerce & Office Empl. (CNTU)
Assn. Patronale des Services Hospitaliers (5 hospitals), Arthabaska, Drummondville & Nicolet, Que.	Service Empl. Federation (CNTU)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (male empl.)
Babcock-Wilcox & Goldie-McCulloch, Galt, Ont.	Steelworkers (AFL-CIO/CLC)
Bowaters Mersey Paper, Anglo-Cdn. Pulp & Paper, Domtar Newsprint & James MacLaren Co., N.S. & Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
British Columbia Forest Products, Crofton, Celgar Ltd., Watson Island & Rayonier Canada Ltd., Woodfibre, B.C.	Pulp & Paper Wkrs. of Canada (Ind.)
B.C. Hydro & Power Authority	IBEW (AFL-CIO/CLC)
B.C. Hydro & Power Authority	Office Empl. (AFL-CIO/CLC)
Building maintenance & window cleaning contractors, Vancouver, B.C.	Bldg. Service Empl. (AFL-CIO/CLC)
Calgary City, Alta.	Public Empl. (CLC) (inside empl.)
Calgary City, Alta.	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Calgary Power & Farm Electric Services, Alta.	Calgary Power Empl. Assn. (Ind.)
Canada Cement, N.B., Que., Ont., Man., & Alta.	Cement Wkrs. (AFL-CIO/CLC)
Canada Iron Foundries, Three Rivers, Que.	Moulders (AFL-CIO/CLC)
CNR, North Sydney, N.S.	ILA (AFL-CIO/CLC)
CPA, system-wide	Machinists (AFL-CIO/CLC)
Chrysler Canada Ltd., Windsor, Ont.	Auto Workers, (AFL-CIO/CLC) (office empl.)
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (maintenance empl.)

Company and Location	Union
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (office empl.)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Papermakers (AFL-CIO/CLC) & Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que.	Papermakers (AFL-CIO/CLC) & Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Port Alfred, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Shawinigan, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont.	Typographical Union (AFL-CIO/CLC)
Consumers' Gas Co., Toronto & other centres, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
David & Frère, Montreal, Que.	Commerce & Office Empl. (CNTU)
DeHavilland Aircraft, Malton & Toronto, Ont.	Auto Workers (AFL-CIO/CLC)
Dominion Coal, Glace Bay, N.S.	Mine Wkrs. (Ind.)
Dominion Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dominion Steel & Coal Corp., Sydney, N.S.	Steelworkers (AFL-CIO/CLC)
Domtar Newsprint & Domtar Construction Materials, Donnacona, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Domtar Newsprint, Red Rock, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), & International Operating Engineers (AFL-CIO)
Domtar Pulp & Paper (Howard Smith Paper Div.), Cornwall, Ont.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Donohue Brothers Limited, Clermont, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
E.B. Eddy, Hull, Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
E.S. & A. Robinson (Can.), Leaside, Ont.	Printing Pressmen (AFL-CIO/CLC)
Edmonton City, Alta.	Fire Fighters (AFL-CIO/CLC)
Edmonton Public School Board, Edmonton, Alta.	Public Empl. (CLC) (caretakers)
Employing Printers' Assn. of Montreal, Montreal, Que.	Bookbinders (AFL-CIO/CLC)
Employing Printers' Assn. of Montreal, Montreal, Que.	Printing Pressmen (AFL-CIO/CLC)
Fairey Aviation, Eastern Passage, N.S.	Machinists (AFL-CIO/CLC)
Fur Mfrs. Guild, Montreal, Que.	Butcher Workmen (AFL-CIO/CLC)
Fur Trade Assn. of Canada, Montreal, Que., Toronto, Ont. & Winnipeg, Man.	Butcher Workmen (AFL-CIO/CLC)
B.F. Goodrich, Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), & International Operating Engineers (AFL-CIO)
Hamilton City, Ont.	Public Empl. (CLC) (outside empl.)
Hollinger Consolidated Gold Mines, Timmins, Ont.	Steelworkers (AFL-CIO/CLC)
Hospitals (9), Hull, Buckingham & other centres, Que.	Service Empl. Federation (CNTU)
Hotel Chateau Frontenac (CPR), Quebec, Que.	Railway, Transport & General Wkrs. (CLC)
Hotel Dieu, St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
Hotel Royal York (CPR), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC)
Imperial Tobacco & subsids., Ont. & Que.	Tobacco Wkrs. (AFL-CIO/CLC)
International Harvester Co. of Canada, Chatham, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Kimberly-Clark Paper, Terrace Bay, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
KVP Company, Espanola, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
MacDonald Tobacco, Montreal, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Manitoba Telephone System	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Manitoba Telephone System	IBEW (AFL-CIO/CLC) (electrical craft empl.)
Marathon Corp., Marathon, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
McIntyre Porcupine Mines, Schumacher, Ont.	Steelworkers (AFL-CIO/CLC)
Men's Clothing Mfrs. Assn. of Ontario, Toronto, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Motor Transport Industrial Relations Bureau, Ont.	Teamsters (Ind.) (mechanics)
Northern Electric, Belleville, Ont. & Montreal, Que.	Northern Electric Empl. Assn. (Ind.)
Northern Electric, Montreal, Que.	Northern Electric Office Empl. Assn. (Ind.)
New Brunswick Power Commission, province-wide	IBEW (AFL-CIO/CLC)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)

Company and Location	Union
Ontario-Minnesota Paper, Fort Frances & Kenora, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Firemen & Oilers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Ontario Paper, Thorold, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Firemen & Oilers (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), ILA (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Price Bros., Dolbeau, Kenogami & Shipshaw, Que.	Bush Wkrs., Farmers' Union (Ind.)
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Provincial Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Quebec Hydro-Electric Commission, Montreal & other centres	Quebec Hydro-Electric Commission Office Empl. Syndicate (Ind.)
Quebec Iron & Titanium, Sorel, Que.	Metal Trades' Federation (CNTU)
RCA Victor, Montreal, Que.	RCA Salaried Empl. Assn. (Ind.)
Saskatchewan Government	Sask. Govt. Empl. Assn. (Ind.) (labour service empl.)
Saskatchewan Power Corp.	Oil Wkrs. (AFL-CIO/CLC)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask.	CLC-chartered local & Public Empl. (CLC)
Saskatoon City, Sask.	Public Empl. (CLC) (inside & outside empl.)
Shell Oil, Montreal, Que.	Shell Empl. Council (Ind.)
Silverwood Dairies, Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Spruce Falls Power & Paper & Kimberley-Clark of Canada, Kapuskasing, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Steinberg's Ltd., Island of Montreal, Que.	Steinberg's Empl. Protective Assn. (Ind.)
Steinberg's Ltd., Island of Montreal, Que.	Steinberg's Warehouse & Transport Empl. Assn. (Ind.)
University of Saskatchewan, Saskatoon, Sask.	CLC-chartered local
Winnipeg City, Man.	Public Empl. (CLC)

Conciliation Officer

Abitibi Power & Paper & subsids., Que., Ont. & Man.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs., (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Asbestos Corp. & Flintkote Mines, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
Atomic Energy of Canada, Chalk River & Deep River, Ont.	Atomic Energy Allied Council (AFL-CIO/CLC)
Cdn. International Paper & New Brunswick International Paper, N.B. & Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), International Operating Engineers (AFL-CIO), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC) & Plumbers (AFL-CIO/CLC)
Cdn. Marconi, Montreal, Que.	Marconi Empl. Council (Ind.)
Consolidated Paper, Nicauba, Que.	Bush Wkrs., Farmers' Union (Ind.)
Consolidated Paper, Trenché Dist., Que.	Bush Wkrs., Farmers' Union (Ind.)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
Dunlop Canada Limited, Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Eldorado Mining & Refining, Eldorado, Sask.	Mine, Mill & Smelter Wkrs. (Ind.)
Fisheries Assn. of B.C.	United Fishermen (Ind.) (canned & cold storage empl.)
Fisheries Assn. of B.C.	United Fishermen (Ind.) (tendermen)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
Fraser Valley Milk Producers' Assn. & other dairies, Vancouver & New Westminster, B.C.	Teamsters (Ind.)
Hamilton City, Ont.	Public Empl. (CLC) (inside empl.)
Hawker Siddeley (Cdn. Car Div.), Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
H.J. Heinz Co. of Canada, Leamington, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Hudson Bay Mining & Smelting, Flin Flon, Man.	CLC-chartered local, Machinists (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Boilermakers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), Painters (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
International Harvester Co. of Canada, Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)

Company and Location	Union
Kellogg Company, London, Ont.	Millers (AFL-CIO/CLC)
London City, Ontario	Public Empl. (CLC) (outside empl.)
Manitoba Hydro	IBEW (AFL-CIO/CLC)
Molson's Brewery Quebec Ltd., Montreal, Que.	Molson's Empl. Assn. (Ind.)
Montreal Transportation Commission, Montreal, Que.	Public Service Empl. Federation (CNTU)
Ocean Cement Limited, Greater Vancouver, Fraser Valley & Vancouver Island, B.C.	Teamsters (Ind.)
Provincial Transport, Montreal, Que.	Public Service Empl. Federation (CNTU)
Quebec North Shore Paper Baie Comeau, Que. & Manicouagan Power Co.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Rio Algom Mines (Nordic Mine), Algoma Mills, Ont.	Steelworkers (AFL-CIO/CLC)
Union Carbide (Metals & Carbon Div.), Welland, Ont.	UE (Ind.)

Conciliation Board

Brewers Warehousing, province-wide, Ont.	Brewery Wkrs. (AFL-CIO/CLC)
Cdn. Cannerys, Vancouver & Penticton, B.C.	Packhouse Wkrs. (AFL-CIO/CLC)
Cdn. Johns-Manville, Port Union, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Hotel Chateau Laurier (CNR), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
National Harbours Board, Montreal, Que.	CNTU-chartered local
Phillips Cables Ltd., Brockville, Ont.	IUE (AFL-CIO/CLC)
Toronto Electric Commissioners, Toronto, Ont.	Public Empl. (CLC)
Victoria Hospital, London, Ont.	Building Service Empl. (AFL-CIO/CLC)

Post-Conciliation Bargaining

CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)
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Arbitration

Quebec Hydro (Shawinigan Water & Power), Que.	Public Service Empl. Federation (CNTU)
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Work Stoppage

Anaconda American Brass, New Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Hiram Walker & Sons, Walkerville, Ont.	Distillery Wkrs. (AFL-CIO/CLC)

Part III—Settlements Reached During May

(A summary of major terms on the basis of the information immediately available. Figures on the number of employees covered are approximate.)

American Can Co. of Canada, Hamilton, Simcoe, Ont. & Montreal, Que.—CLC-chartered locals: 38-mo. agreement covering 1,400 empl.—wage increases of 10¢ an hr. retroactive to Jan. 1, 1965, 4¢ an hr. eff. Jan. 1, 1966 and 7¢ an hr. eff. Jan. 1, 1967; increment between job classes increased Jan. 1, 1965 at a cost of 2¢ an hr. and Jan. 1, 1967 at a cost of 2¢ an hr.; weekly benefit under SUB plan increased to 70% of wages payable up to 5 yrs. for empl. with 10 or more yrs. of service and up to 2 yrs. for empl. with 2 but less than 10 yrs. of service; disability pay to be 70% of wages; pension increased to \$5.50 a mo. per yr. of service (formerly \$3.25 a mo.); present pensioners to receive \$15 a mo. additional; rate for labourer Jan. 1, 1967 will be \$2.57 an hr.; agreement to expire March 1, 1968.

Bowater's Nfld. Pulp & Paper, Corner Brook, Nfld.—Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC): new agreement covering 1,200 empl.—terms of settlement not immediately available.

B.C. Hotels Assn., New Westminster, Burnaby & Fraser Valley, B.C.—Hotel Empl. (AFL-CIO/CLC): 3-yr. agreement covering 850 empl.—wage increases of 15¢ an hr. retroactive to Jan. 1, 1965, 10¢ an hr. eff. Jan. 1, 1966 and 15¢ an hr. eff. Jan. 1, 1967 for bartenders and waiters; wage increases of 12¢ an hr. retroactive to Jan. 1, 1965, 8¢ an hr. eff. Jan. 1, 1966 and 12¢ an hr. eff. Jan. 1, 1967 for hotel service wkrs.; rate for waitress and bell boy Jan. 1, 1967 will be \$1.42 an hr.; agreement to expire Dec. 31, 1967.

B.C. Hotels Assn., Vancouver, B.C.—Hotel Empl. (AFL-CIO/CLC) (beverage dispensers): 3-yr. agreement covering 900 empl.—general wage increases of 15¢ an hr. retroactive to Jan. 1, 1965, 10¢ an hr. eff. Jan. 1, 1966 and 15¢ an hr. eff. Jan. 1, 1967; rate for waiter Jan. 1, 1967 will be \$2.15 an hr.; agreement to expire Dec. 31, 1967.

Canadair, Ville St. Laurent, Que.—Machinists (AFL-CIO/CLC): 30-mo. agreement from June 1965 covering 3,000 empl.—wage increases ranging from 9¢ to 15¢ an hr. retroactive to Oct. 3, 1964, 6¢ to 13¢ an hr. eff. June 4, 1965 and 5¢ to 7¢ an hr. eff. June 4, 1966; 4 wks. vacation after 20 yrs. of service in 1966 (at present after 25 yrs.); weekly indemnity to be \$45 (formerly \$40) payable up to 26 wks.; group life insurance increased to \$6,000 (formerly \$4,500); empl. to receive 1¢ an hr. per .5 increase in the Consumer Price Index eff. June 1967; Rand Formula to be adopted if accepted by two-thirds of empl.; rates will be \$2.04 an hr. for labourer and \$2.88 an hr. for tradesmen June 4, 1966; agreement to expire Dec. 1, 1967.

Cdn. Industries Limited, Brownsburg, Que.—Mine Wkrs. (Ind.): 2-yr. agreement covering 870 empl.—wage increases ranging from 8¢ an hr. eff. May 10, 1965 and 8¢ an hr. eff. May 8, 1966; additional wage increase of 5¢ an hr. for certain empl. eff. May 5, 1966; 9 paid holidays (formerly 8); 3 wks. vacation after 8 yrs. of service (formerly 10 yrs.), 4 wks. vacation after 20 yrs. of service (formerly 25 yrs.) and 5 wks. vacation after 25 yrs. of service (new provision); night shift premium increased to 13¢ an hr. (formerly 11¢) in 1965 and to 15¢ an hr. in 1966; rates will be \$1.96 an hr. for labourer and \$2.82 an hr. for machinist, stationary engineer and electrician May 8, 1966; agreement to expire May 9, 1967.

Cdn. Johns-Manville, Asbestos, Que.—Mining Empl. Federation (CNTU): 3-yr. agreement covering 1,800 empl.—wage increases ranging from 4¢ to 8¢ an hr. retroactive to Feb. 1, 1965, 5¢ to 10¢ an hr. eff. Feb. 1, 1966 and 5¢ to 10¢ an hr. eff. Feb. 1, 1967 for empl. in mining operations; wage increases ranging from 3¢ to 7¢ an hr. retroactive to Feb. 1, 1965, 4¢ to 9¢ an hr. eff. Feb. 1, 1966 and 4¢ to 9¢ an hr. eff. Feb. 1, 1967 for empl. in manufacturing operations; 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.) and 5 wks. vacation after 25 yrs. of service (new provision); evening and night shift premiums to be 8¢ and 13¢ an hr. respectively (formerly 8¢ and 12¢) in 1965, 9¢ and 13¢ an hr. respectively in 1966 and 9¢ and 14¢ an hr. respectively in 1967; weekly indemnity increased to \$50 (formerly \$37) payable up to 26 wks. and employer to pay full premiums (formerly 50%); employer and union to discuss prospect of increasing weekly indemnity to \$60 in 1967; employer to pay full premiums for life insurance; new provision for 6 mos. notice to union regarding technological changes; rates will be \$2.23 an hr. for labourer and \$2.90 an hr. for electrician Feb. 1, 1967; agreement to expire Jan. 31, 1968.

Cdn. Sugar Factories, Picture Butte, Raymond & Taber, Alta.—CLC-chartered locals: 2-yr. agreement covering 500 empl.—wage increases ranging from 5¢ to 7¢ an hr. eff. July 1, 1965 and 5¢ to 8¢ an hr. eff. July 1, 1966; rates July 1, 1966 will be \$1.55 an hr. for temporary labourer and \$2.21 an hr. for permanent labourer; agreement to expire June 30, 1967.

Catelli Food Products, Montreal, Que.—Bakery Wkrs. (CLC): 3-yr. agreement covering 500 empl.—settlement pay of \$60 for male empl. and \$45 for female empl.; general wage increases of 10¢ an hr. eff. June 1, 1965, 7¢ an hr. eff. Jan. 1, 1966 and 8¢ an hr. eff. Jan. 1, 1967; 3 wks. vacation after 13 yrs. of service (formerly after 15 yrs.) in 1965, after 12 yrs. of service in 1966, and after 10 yrs. of service in 1967; female base rate (after 3 mos.) will be \$1.24 an hr. and male base rate (after 3 mos.) will be \$1.78 an hr. Jan. 1, 1967; agreement to expire Jan. 1, 1968.

Cockshutt Farm Equipment of Canada, Brantford, Ont.—Auto Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 750 empl.—wage increases of 11¢ an hr. plus an additional 7¢ an hr. for skilled trades in 1965, 6¢ an hr. or 2½%, whichever is greater in 1966 and 7¢ an hr. or 2.8%, whichever is greater, in 1967; 10 paid holidays (formerly 8); weekly indemnity to be \$60 (formerly \$45) payable up to 26 wks.; life insurance to range from \$5,500 to \$8,000 (formerly \$4,000); double time for working Sundays and paid holidays (formerly time and one half); agreement to expire on April 9, 1968.

Dominion Rubber (Footwear & Warehouse Divs.), Kitchener & Guelph, Ont.—Rubber Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 850 empl.—wage increases of 7¢ an hr. eff. June 1, 1965 and 7¢ an hr. eff. June 1, 1966 for male empl. and 3½¢ an hr. eff. June 1, 1965 and 3½¢ an hr. eff. June 1, 1966 for female empl.; 10 paid holidays (formerly 9); 3 wks. vacation after 5 yrs. of service (formerly after 10 yrs.) and 4 wks. vacation after 19 yrs. of service (formerly after 22 yrs.) in 1965; 4 wks. vacation after 15 yrs. of service and 5 wks. vacation after 25 yrs. of service in 1966; rate for labourer will be \$1.75 an hr. June 1, 1966; agreement to expire May 31, 1967.

Eastern Canada Stevedoring & other companies, Toronto, Ont.—ILA (AFL-CIO/CLC): 3-yr. agreement covering 550 empl.—wage increases of 12¢ an hr. retroactive to Jan. 1, 1965, 7¢ an hr. eff. Jan. 1, 1966 and 7¢ an hr. eff. Jan. 1, 1967; rate for longshoreman Jan. 1, 1967 will be \$2.64 an hr.; agreement to expire Dec. 31, 1967.

E.B. Eddy, Parent & Lower Dumoine, Que.—Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—wage increases of 10¢ an hr. eff. May 1, 1965 and 5¢ an hr. eff. May 1, 1966 for labourers; wage increases ranging from 20¢ to 55¢ per cord eff. May 1, 1965 and 10¢ to 20¢ per cord eff. May 1, 1966 for piece wks.; 2 additional paid holidays (St. Jean Baptiste Day and Labour Day) in 1965 (formerly 1 paid holiday) and New Year's Day to be fourth paid holiday in 1966; rate for labourer May 1, 1966 will be \$1.38 an hr.; agreement to expire April 30, 1967.

Firestone Tire & Rubber, Hamilton, Ont.—Rubber Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 1,200 empl.—settlement pay of \$30; general wage increases of 10¢ an hr. for incentive wks., 14¢ an hr. for day wks., and 22¢ an hr. for skilled trades in 1965; 6¢ an hr. for incentive wks., and 7¢ an hr. for day wks. in 1966; 6¢ an hr. for incentive wks., and 7¢ an hr. for day wks. in 1967; life insurance increased to \$6,000 (formerly \$5,000) for male empl. and to \$4,500 (formerly \$3,500) for female empl.; improvements in SUB plan; basic pension at age 65 to be \$4.25 a mo. per yr. of service (formerly \$2.80); supplementary pensions, covering period between retirement and eligibility for Old Age Security, increased to \$4.25 a mo. per yr. of service (formerly \$2.20); agreement to expire in 1968.

Fry-Cadbury Ltd., Montreal, Que.—Bakery Wkrs. (CLC): 2-yr. agreement covering 500 empl.—general wage increases of 8¢ an hr. retroactive to Oct. 24, 1964, 3¢ an hr. eff. Oct. 24, 1965 and 4¢ an hr. eff. April 1, 1966; additional adjustment of 10¢ an hr. for empl. in mechanical dept.; 9 paid holidays (formerly 8); 4 wks. vacation after 25 yrs. of service (new provision); rate for labourer April 1, 1966 will be \$1.83½ an hr.; agreement to expire Oct. 27, 1966.

Goodyear Tire & Rubber, Bowmanville, Ont.—Rubber Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 550 empl.—settlement pay of \$25; wage increases of 10¢ an hr. eff. May 3, 1965, 7¢ an hr. eff. Feb. 20, 1966 and 7¢ an hr. eff. Feb. 20, 1967; additional wage increases of 5¢ an hr. for tradesmen and 12¢ an hr. for engineers eff. May 3, 1965; wage increases of 8¢ an hr. eff. May 3, 1965, 6¢ an hr. eff. Feb. 20, 1966 and 6¢ an hr. eff. Feb. 20, 1967 for incentive wks.; additional paid holiday; 2 wks. vacation after 1 yr. of service (formerly after 3 yrs.), 3 wks. vacation after 5 yrs. of service (formerly after 10 yrs.), 4 wks. vacation after 15 yrs. of service (formerly after 22 yrs.) and 5 wks. vacation after 25 yrs. of service (new provision); pension improvements similar to those negotiated in the automobile industry; pension plan to include guarantee of 5 yrs.

payment of pensions to next-of-kin in event of death of pensioner; benefits under SUB plan (62% of gross pay plus \$7.50 for dependents) to be a maximum of \$84 a wk.; short work wk. benefits introduced in SUB plan; group life and accidental death and dismemberment insurance increased to \$6,000 for male empl. and \$4,500 for female empl.; life insurance for retired empl. increased to \$3,000 for male empl. and \$2,250 for female empl.; employer to pay full premiums for Ontario hospital insurance and to adopt Blue Cross Drug Prescription Plan; employer contribution toward hospital insurance to be included in earnings for computation of vacation pay; weekly indemnity to be \$60 for male empl. and \$45 for female empl., payable up to 36 wks. for empl. with less than 2 yrs. of service and up to 52 wks. for empl. with 2 or more yrs. of service; rate for janitor Feb. 20, 1967 will be \$2.26 an hr.; agreement to expire Feb. 20, 1968.

Goodyear Tire & Rubber, New Toronto, Ont.—Rubber Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 1,850 empl.—terms similar to Goodyear Tire & Rubber, Bowmanville settlement (above); rate for janitor Feb. 20, 1967 will be \$2.26 an hr.; agreement to expire Feb. 20, 1968.

Hopital General St-Vincent de Paul, Hopital d'Youville et Hospice du Sacre-Cœur, Sherbrooke, Que.—Service Empl. Federation (CNTU): 1-yr. agreement covering 1,400 empl.—wage rates to be \$1 a wk. less than those paid by French-speaking hospitals in Montreal, retroactive to Jan. 1, 1965; work wk. for Nursing Dept. (excludes professional nurses) to be 37½ hrs. (formerly 40 hrs.); 3 wks. vacation after 5 yrs. of service (formerly after 6 yrs.) and 4 wks. vacation after 10 yrs. of service (formerly after 12 yrs.); evening and night shift premium becomes \$1 a day (formerly \$3 a wk.); broken shift premium of \$1 a day introduced; empl. with 10 yrs. of service to be paid premium of \$5 a wk.; salary for nursing aide after 1 yr. of service becomes \$55 a wk.; agreement to expire Dec. 31, 1965.

Hospitals (7), Three Rivers, Cap de la Madeleine, Grand'Mere, Shawinigan & La Tuque, Que.—Service Empl. Federation (CNTU): 1-yr. agreement covering 1,000 empl.—wage rates to be \$1 a wk. less than those of French-speaking hospitals in Montreal, retroactive to Jan. 1, 1965; work wk. for Nursing Dept. (excludes professional nurses) to be 37½ hrs. (formerly 40 hrs.); 2 wks. vacation after 1 yr. of service (formerly after 3 yrs.), 3 wks. vacation after 5 yrs. of service (formerly after 8 yrs.) and 4 wks. vacation after 12 yrs. of service (new provision); evening and night shift premium becomes \$1 a day (formerly \$3 a wk.); broken shift premium of \$1 a day introduced; empl. with 10 yrs. of service to be paid premium of \$5 a wk.; premium for group leaders increased to \$5 a wk. (formerly \$3 a wk.); salary for nursing aide after 1 yr. of service Jan. 1, 1965 becomes \$55 a wk.; agreement to expire Dec. 31, 1965.

John Inglis Co. Limited, Toronto & Scarborough, Ont.—Steelworkers (AFL-CIO/CLC): 3-yr. agreement covering 1,700 empl.—settlement pay of \$16 for hourly and incentive empl. and \$32 for skilled trades for period April 1 to May 10, 1965; general wage increases of 7¢ an hr. eff. May 10, 1965 and 5¢ an hr. eff. April 1, 1967; additional wage increase of 7¢ an hr. for skilled trades eff. May 10, 1965; CWS plan to be adopted April 1, 1966 establishing increment of 5¢ between job classes at a maximum cost of 13¢ an hr.; guarantee of 8 paid holidays regardless of day on which they fall; normal pensionable age to be reduced to 65 yrs. (formerly 70 yrs.) without reduction in benefits on a graduated basis provided for in Canada Pension Plan; empl. entitled to vesting rights at age 40 after 10 yrs. of service; employer to pay full premiums toward group life insurance, medical insurance and sickness and accident plan (at present 67%) in 1966 and to continue paying full premiums for hospital insurance; weekly indemnity, payable up to 26 wks., to be increased to \$50 (at present \$42) in 1966; bereavement leave of 3 days in 1967 (new provision); weekly benefits under SUB plan to be increased in 1967 to \$30 a wk. (at present \$20) payable up to 30 wks. and employer to continue contributing 3¢ an hr. toward SUB fund; agreement to expire April 1, 1968.

Lake Asbestos of Quebec, Black Lake, Que.—Mining Empl. Federation (CNTU): 3-yr. agreement covering 500 empl.—wage increases ranging from 4¢ an hr. to 8¢ an hr. retroactive to Jan. 1, 1965, 4¢ an hr. to 8¢ an hr. eff. Jan. 1, 1966 and 5¢ an hr. to 10¢ an hr. eff. Jan. 1, 1967; improvements in sickness insurance plan; pension fund contributions now entirely company-paid; agreement to expire Dec. 31, 1967.

MacMillan, Bloedel & Powell River, British Columbia Forest Products, Crown Zellerbach Canada Limited & Elk Falls Co., B.C. coast—Papermakers (AFL-CIO/CLC): 1-yr. agreement covering 940 empl.—wage increase of 15¢ an hr. eff. July 1, 1965; supplementary vacations with pay, in addition to the regular annual vacation, of 1 wk. in 10th yr. of service, 2 wks. in 15th yr. of service, 3 wks. in 20th yr. and 25th yr. of service, 4 wks. in 30th yr. and 35th yr. of service and 5 wks. in 40th yr. of service; time lost as a result of non-occupational accident or illness, up to a period of 1 yr., to be considered as qualifying time worked for annual vacation; new contributory pension arrangement to supersede previous pension plan—benefits at normal retirement to be at least equal to benefits under previous plan and Canada Pension Plan; pension benefits to be ¾% per yr. of earnings up to maximum pensionable earnings under Canada Pension Plan and 1½% per yr. of earnings above maximum pensionable earnings under Canada Pension Plan; contributions by empl. to be 2% of annual earnings up to maximum pensionable earnings under Canada Pension Plan and 4% of annual earnings above maximum pensionable earnings under Canada Pension Plan; rate for labourer July 1, 1965 will be \$2.44 an hr.; agreement to expire June 30, 1966.

MacMillan, Bloedel & Powell River, Cdn. Forest Products, Crown Zellerbach Canada Limited, Elk Falls Co. & Rayonier Canada Ltd., B.C. coast—Pulp & Paper Mill Wkrs. (AFL-CIO/CLC): 1-yr. agreement covering 5,100 empl.—wage increase of 15¢ an hr. eff. July 1, 1965; supplementary vacations with pay, in addition to the regular annual vacation, of 1 wk. in 10th yr. of service, 2 wks. in 15th yr. of service, 3 wks. in 20th yr. and 25th yr. of service, 4 wks. in 30th yr. and 35th yr. of service and 5 wks. in 40th yr. of service; time lost as a result of non-occupational accident or illness, up to a period of 1 yr., to be considered as qualifying time worked for annual vacation; new contributory pension arrangement to supersede previous pension plan—benefits at normal retirement to be at least equal to benefits under previous plan and Canada Pension Plan; pension benefits to be ¾% per yr. of earnings up to maximum pensionable earnings under Canada Pension Plan and 1½% per yr. of earnings above maximum pensionable earnings under Canada Pension Plan; contributions by empl. to be 2% of annual earnings up to maximum pensionable earnings under Canada Pension Plan and 4% of annual earnings above maximum pensionable earnings under Canada Pension Plan; rate for labourer July 1, 1965 will be \$2.44 an hr.; agreement to expire June 30, 1966.

Nfld. Employers' Assn., St. John's, Nfld.—Longshoremen's Protective Union (Ind.): 3½-yr. agreement covering 550 empl.—wage increases ranging from 4¢ to 9¢ an hr. eff. May 22, 1965, 4¢ to 9¢ an hr. eff. Jan. 1, 1966 and 4¢ to 9¢ an hr. eff. Jan. 1, 1967; vacation pay to be 8¢ for each hr. worked during the yr.; rate for stevedores handling general cargo on day hrs. Jan. 1, 1967 will be \$2.02 an hr.; agreement to expire Dec. 31, 1968.

Rothmans of Pall Mall Canada Ltd., Quebec, Que.—Tobacco Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 500 empl.—general wage increases of 10¢ an hr. retroactive to March 20, 1965, 8¢ an hr. eff. March 20, 1966 and 8¢ an hr. eff. March 20, 1967; 2 wks. vacation after 1 yr. of service (formerly after 2 yrs.); 3 wks. vacation after 10 yrs. of service (maintained); 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.) and 5 wks. vacation after 30 yrs. of service (new provision); afternoon shift premium increased to 13¢ an hr. (formerly 10¢); weekly indemnity for married men to be \$60 (formerly \$50) and \$35 for married women and single empl. (formerly \$30) payable up to 26 wks.; employer pays 50% of health insurance premiums and deductible amount to be \$25 per family (formerly \$75); base rates will be \$2.19 an hr. for female empl. and \$2.55 an hr. for male empl. March 20, 1967; agreement to expire March 19, 1968.

Studebaker-Packard of Canada, Hamilton, Ont.—Auto Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 800 empl.—settlement pay of \$35; general wage increases of 6¢ an hr. eff. May 17, 1965, 6¢ an hr. eff. Jan. 15, 1966 and 6¢ an hr. eff. Jan. 15, 1967; additional wage increase of 8¢ an hr. for skilled trades eff. May 17, 1965; 10 paid holidays (formerly 8); vacation pay increased to 5% of earnings (formerly 3½%) after 3 yrs. of service, 6¼% (formerly 5%) after 5 yrs. of service, 7% (formerly 6¼%) after 10 yrs. of service; evening and night shift premiums to be 12¢ an hr. and 15¢ an hr. respectively (formerly 10¢ an hr.); bereavement leave of 3 days for death in immediate family and 1 day for death of in-laws to be granted; group life insurance increased to \$5,500 (formerly \$4,500); life insurance for retired empl. to be \$1,500 (formerly \$750); accidental death and dismemberment benefit increased to \$3,000 (formerly \$2,000); weekly indemnity increased to \$60 payable up to 52 wks. (formerly \$45 payable up to 26 weeks.); settlement includes pension and SUB arrangements similar to those in General Motors agreement (L.G., Jan., p. 45); rate for labourer Jan. 15, 1967 will be \$2.47 an hr.; agreement to expire Jan. 15, 1968.

Thompson Products, St. Catharines, Ont.—Thompson Products Empl. Assn. (Ind.): 3-yr. agreement covering 930 empl.—general wage increases of 4¢ an hr. eff. May 1, 1965, 5¢ an hr. eff. May 1, 1966 and 6¢ an hr. eff. May 1, 1967; additional wage increase of 6¢ an hr. for skilled trades eff. May 1, 1965; provision for 9 paid holidays (formerly 8) in 1965, 10 paid holidays in 1966 and 11 paid holidays in 1967; amendments to vacation plan: eff. in 1965—2 wks. vacation with 80 hrs. pay after 1 yr. of service, 2 wks. vacation with 90 hrs. pay after 3 yrs. of service, 2 wks. vacation with 110 hrs. pay after 5 yrs. of service, 2 wks. vacation with 120 hrs. pay after 10 yrs. of service, 3 wks. vacation with 150 hrs. pay after 15 yrs. of service, 3 wks. vacation with 160 hrs. pay after 20 yrs. of service, 4 wks. vacation with 180 hrs. pay after 25 yrs. of service; eff. in 1966—2 wks. vacation with 100 hrs. pay after 3 yrs. of service, 2 wks. vacation with 120 hrs. pay after 5 yrs. of service, 3 wks. vacation with 140 hrs. pay after 10 yrs. of service, 3 wks. vacation with 160 hrs. pay after 15 yrs. of service, 3 wks. vacation with 180 hrs. pay after 20 yrs. of service and 4 wks. vacation with 200 hrs. pay after 25 yrs. of service; employer to pay full premiums toward medical insurance and Ontario hospital insurance (formerly 50%) for retired empl.; company contribution toward SUB to be 4¢ an hr. eff. Jan. 1, 1966; rate for labourer May 1, 1967 will be \$2.21 an hr.; agreement to expire May 1, 1968.

Toronto Star, Toronto, Ont.—Newspaper Guild (AFL-CIO/CLC): 3-yr. agreement covering 1,000 empl.—general wage increases of \$4 a wk. retroactive to Jan. 1, 1965, \$4 a wk. eff. Oct. 1, 1965 and \$5 a wk. eff. Aug. 1, 1966; 4 wks. vacation after 13 yrs. of service (formerly after 18 yrs.); disability pay to be full salary payable up to 6 mos. and 50% of salary after 6 mos. (formerly 2 wks. wages per yr. of continuous service up to 30 wks. wages) and employer to pay 5% of empl. pension contribution to retirement age if necessary; provision for lifetime guarantee for present empl. against layoff caused by technological change; rate for cleaner Aug. 1, 1966 will be \$52.75 a wk.; agreement to expire Dec. 31, 1967.

Scott La Salle, Longueuil, Que.—Scott La Salle Empl. Assn. (Ind.): 1-yr. agreement covering 600 empl.—wage increase of 5¢ an hr. eff. June 26, 1965; company contribution toward pension plan increased to 10½¢ an hr. (formerly 10¢) for empl. having 10 yrs. or more seniority and to 3¢ an hr. (formerly 2¢) for empl. having between 5 and 10 yrs. of seniority; increase in company contribution to sickness insurance plan; agreement to expire June 2, 1966.

Vancouver City, B.C.—Fire Fighters (AFL-CIO/CLC): 1-yr. agreement covering 750 empl.—wage increases ranging from \$20 to \$29 a mo.; 3 wks. vacation after 5 yrs. of service (formerly after 8 yrs.); guarantee of 2½ hrs. call-out pay at the rate of time and one half (formerly at regular rate); salary for first class fireman becomes \$524 a mo.; agreement to expire Feb. 28, 1966.

White Spot Restaurants, Vancouver & Victoria, B.C.—White Spot Empl. Union (Ind.): 3-yr. agreement covering 630 empl.—wage increases of 12% eff. June 1, 1965, 8% eff. June 1, 1966 and 5% eff. June 1, 1967 for empl. in kitchen and commissary service; wage increases of 8% eff. June 1, 1965, 5% eff. June 1, 1966 and 5% eff. June 1, 1967 for other empl.; 3 wks. vacation after 7 yrs. of service (formerly after 8 yrs.) eff. June 1, 1965, after 6 yrs. of service eff. June 1, 1966 and after 5 yrs. of service eff. June 1, 1967; pension plan to be implemented pursuant to requirements of Canada Pension Plan; rate for dinner cook will be \$2.07 an hr. June 1, 1967; agreement to expire May 31, 1968.

Training Methods for Older Workers

Changes in human capacities with advancing age, especially in learning ability and power of adaptation, described in document by Manpower and Social Affairs Committee of OECD

The second report of the Organization for Economic Co-operation and Development (OECD), stresses that an active manpower policy calls for the utmost flexibility in the use of human resources.

Dealing with the employment of workers over 40 years of age, the report is the second to be published under the program of the Manpower and Social Affairs Committee of OECD. It was prepared by R. M. Belbin, M.A., Ph.D., who has extensive experience in this field.

The document presents a comprehensive survey of current scientific knowledge on the changes in human capacities with advancing age, particularly in regard to learning ability and power of adaptation. Various methods of training that have been used are described.

It is not intended as a treatise on how to train older adults. It represents an attempt to collate and evaluate widely scattered information, by providing a source book for those who wish to further advance the subject, either through research or practical action.

The author says adults engage in some measure of learning throughout their life span, because learning is a necessary part of adjustment to the changing conditions of existence. The report quotes Dr. A. T. Wel-ford, Director of the Unit for Research into Problems of Aging at Cambridge, U.K., on learning ability as follows:

"... It is clear that many apparent failures to learn by older people are not the result of any true learning disability, but are due to difficulties of perceiving or comprehending the material presented... This is especially likely when the material is complex, or when the pace at which it is presented is not under the subject's own control... or when the material to be learned is shown to the subject for a short time and then removed. In these circumstances any slowness of comprehension, even momentary, may cause part of the material to be missed."

Some attention is given to the difficulties caused by pacing. Dr. Belbin states that older persons prefer to exercise some control over the rate at which they receive information, and the rate at which they respond. Under paced conditions, this possibility of control is removed. The Difficulties caused by placing are probably due to the lack of opportunity

for adopting flexible methods in carrying out a task.

The older worker may adopt a different approach to a job. His skill may allow him to compensate for any slowness which affects his performance. Insofar as a job is paced, the worker is restricted from making this adjustment.

The study suggests that reasons for the ill effects of pacing are likely to apply to learning, and states that an imposed pace may cause an essential piece of information to be missed. It points out that teaching has not, in the past, been conceived in terms of pacing and non-pacing. However, the pupil is obliged to learn at a rate which is not under his own control.

It is suggested that the problem of pacing must be viewed as having important implications for the design of teaching methods of adults, and that teaching methods will need adapting to allow for unpaced conditions.

In its conclusions, the report stresses the need for counselling, selection, and placement, as essential adjuncts of training. The general findings of the study support the following statement in the conclusions:

"In cases where no special consideration is given to the problems of the middle-aged adult, there is a tendency for performance and ultimate attainment to decline sharply from various ages, ranging from the late twenties to the fifties. But where training methods are adapted to the needs of adults in the middle-age range, the relationship between age and performance is seldom marked: differences in ultimate attainment may usually be offset by an extension in training time."

The study contains three chapters. Chapter I deals with: adult learning capacity; learning and memory; learning and rigidity; learning and motivation; and learning and intelligence.

Chapter II discusses experiences in training older workers.

Chapter III describes methods of training and outlines, in considerable detail, experiments with varied training methods.

The complete report is available from the Queen's Printer, Ottawa, or branch stores, under the title, *Training Methods for Older Workers*, Report No. 2, Employment of Older Workers, at \$2.20 per copy.

Collective Agreement Provisions for Women

Three most pertinent provisions encountered in agreements analyzed govern arrangements regarding equal pay for equal work, separate seniority units for women, and maternity leave

Collective Agreement Provisions in Major Manufacturing Establishments is the subject of a recent report, fifth in the Labour Management Research Series, prepared by the Economics and Research Branch of the Department of Labour.

Although the number of female workers covered in the study was not determined, a section of the report is devoted to "Special Provisions for Women."

The three most pertinent provisions encountered in agreements analyzed, govern arrangements regarding equal pay for equal work, separate seniority units for women, and maternity leave.

Equal Pay

By 1961 equal pay laws had been enacted by eight provinces, as well as by the Parliament of Canada, covering workers under federal jurisdiction. Nevertheless, it is often necessary to clarify practical application of the legislation in the collective agreements.

Legislation in one province prohibits an employer and trade union from negotiating a collective agreement providing for scales of wages contrary to the act. A complaint may not be made against an employer bound by an agreement in respect of the scale of wages paid to an individual employee, but must be made jointly against the employer and trade union for having entered into an agreement contrary to the act.

Thirty-one of the 361 establishments covered make specific reference to equal pay, affecting 13 per cent of all workers covered in the study.

Examples of clauses appearing in such agreements are:

Women's rates are based on "equal pay for equal work." Where an average woman cannot fully replace a man on a job, the woman's rate for that job shall be set proportionately lower than the man's rate. However, any woman who completely replaces a man on his job shall receive the man's rate for that job.

Women shall receive the same rate of pay as men where they do work of comparable quantity and quality in the same job classification under comparable conditions. Where employment of women requires extra supervision or extra setup, or carry-off men, such factors shall be given proper weight in establishing equitable wage differentials between men and women in the same job classification.

Separate Seniority Unit

No doubt the emerging working-life pattern of women in industry has prompted the following type of provisions in studies on collective agreements:

Separate seniority lists shall be drawn up, one for men employees and one for women employees. They shall be based upon the date on which employees commence to work for the company, and shall be established for each department or occupational group of employees. Lists shall be kept posted, and copies given to the union, and after a lapse of four weeks from date of posting and delivery of lists to the union, the accuracy of the list will be automatically acknowledged by all parties. Lists will be revised every six months.

Because it is impractical to permit female employees to work in certain occupations, female employees covered by this agreement shall constitute a separate group for seniority purposes, both departmental and plant wide.

Maternity Leave

As stated in Women's Bureau Bulletin No. VIII, three provinces, Alberta, British Columbia, and New Brunswick, have laws of general application governing maternity leave for women workers. "The Industrial Safety Act", 1964, of Ontario, authorizes regulations "respecting the employment of pregnant females in any factory or shop".

Statutory provisions in federal civil service legislation, and in the majority of provincial civil service jurisdictions, as well as personnel policies of several crown corporations, spell out conditions for the granting of maternity leave.

Ten per cent of the total number of workers involved in the study are covered by clauses such as:

Leave of absence, up to a maximum of one year, will be granted by the company upon application, thereto, by female employees for pregnancy.

Employees with six months of service, but less than one year of service, shall be granted maternity leave up to a maximum of six months, with previous job guaranteed for the first six months, and preference given in any subsequent hiring for the second six months.

In general, a relatively small number of collective agreements make provision for maternity leave.

49th International Labour Conference

*Canada sends 23-member delegation headed by Deputy Minister
Agenda included second discussions on employment of young
persons underground, and of women with family responsibilities*

Headed by George V. Haythorne, federal Deputy Minister of Labour and Chairman of the ILO Governing Body, a 23-member Canadian delegation attended the 49th International Labour Conference at Geneva from June 2 to 24.

The employer delegate this year was Kenneth Hallsworth, Director of Industrial Relations, Ford Motor Company of Canada, and the worker delegate was Joseph Morris, Executive Vice-President, Canadian Labour Congress.

Two Members of Parliament, Jean-Pierre Côté (Longueuil) and S. Ronald Basford (Vancouver-Burrard) attended as special advisers to the delegation. Hon. Carrier Fortin, Quebec Minister of Labour, and G. Charbonneau, Labour Relations Counsellor, Quebec Department of Health, accompanied the Canadian delegation.

The agenda included second discussions on the employment of young persons in underground work in mines of all kinds and on the employment of women with family responsibilities.

First discussions were to be held on the role of co-operatives in the economic and social development of developing countries, and a general discussion was scheduled on agrarian reform, with particular reference to employment and social aspects.

The Canadian delegation comprises:

Government Delegation—Mr. Haythorne; Government Delegate John Mainwaring, Director, International Labour Affairs Branch, Department of Labour; Substitute Government Delegate: Saul Rae, Ambassador and Permanent Representative of Canada to the European Office of the United Nations; Advisers: R. M. Adams, Labour Counsellor, Canadian Embassy, Brussels; B. N. Arnason, Deputy Minister of Co-operation and Development of Saskatchewan; J. A. Beesley and Charles Marshall, First Secretaries, Canadian Permanent Mission, Geneva; W. H. Sands, Deputy Minister of Labour of British Columbia; Miss M. V. Royce, Director, Women's Bureau, and Miss E. Woolner, Legislation Branch, both of the Department of Labour, Ottawa.

Worker Delegation—Worker Delegate Mr. Morris; Substitute Worker Delegate and Adviser: Kalmen Kaplansky, Director of International Affairs, Canadian Labour Congress;

Advisers: Miss Georgette Lachaine, Vice-President, Confederation of National Trade Unions; James MacDonald, Executive Secretary, National Labour Co-operative Committee; Miss Huguette Plamondon, Vice-President, Canadian Labour Congress.

Employer Delegation—Mr. Hallsworth; Substitute: J. P. Després, Director of Industrial Relations, Iron Ore Company of Canada; Advisers: J. R. Davidson of Davidson, Davidson and Neill, Regina; George Lach, Assistant Vice-President (Personnel), Canadian National Railways; P. L. Schmidt, Industrial Relations Department, Canadian Manufacturers' Association; and W. J. Whittaker, Q.C., of Wardlaw and Whittaker, Toronto.

Adviser and Administrative Secretary was Felix Quinet, Labour Management Division, Economics and Research Branch, and Assistant Secretary, Miss Alberta O'Toole, Annuities Branch, both of the Department of Labour.

Labour Relations

In the field of labour relations and the development of institutions that determine and harmonize these relations, it is generally agreed that ILO action should be inspired by the fundamental principle that efforts for economic and social development must be undertaken with the active participation of the interested parties.

The report adds that this participation must be based on a frank dialogue inspired by mutual understanding, by mutual respect for each other's autonomy and freedom of action, and by a determination to reach agreement.

Mr. Morse declared that there also seems to exist general agreement on five major objectives of ILO action in this field:

—to encourage the growth of workers' and employers' organizations that are genuinely representative and independent, organized on a solid basis and capable of playing an active part in the national effort for economic and social development;

—to ensure that such representative organizations as are set up, or are already in existence, are given the opportunity of playing an active and constructive part in the development of the society to which they belong;

—to assist governments in developing administrative machinery that is capable of

dealing with the complex problems with which they are confronted in the field of labour relations;

—to enhance the status of the worker, both within the undertaking and in society as a whole;

—to provide additional training for the persons directly involved in labour relations at all levels, in order that they may be better able to assume their increasingly complex responsibilities.

Mr. Morse recalled that for a considerable number of years, the ILO has gained much experience in the fields of labour legislation, labour-management relations, personnel management, protection of freedom of association, workers' education, the training of labour administrators, and the development of co-operatives. Nevertheless, the need has been increasingly felt, in recent years, for drawing these different activities together to form one coherent and fully co-ordinated program of action for the development of social institutions.

Living and Working Conditions

In the opinion of the ILO Director-General, the era of change—social change, structural change, technological change—in which we live calls for a major effort of adjustment, "and the ILO is committed to ensuring that sufficient attention is paid to the improvement of conditions of life and work within the framework of balanced social and economic development."

The emphasis in the ILO's work has changed "from protection in a negative sense to a more positive policy of promotion of measures for the workers' welfare, security and status."

This means that the ILO, wherever possible in concert with other organizations so as to have greater impact, should pursue its action in such fields as security of employment and income, social security, labour statistics, general conditions of work, occupational safety and health, and welfare.

Mr. Morse's report also stressed the importance of other questions, such as the development of the ILO's regional activities, and the establishment of international labour standards in the form of conventions and recommendations.

On this latter point, Mr. Morse pointed out that "practically all speakers on the subject at the past two sessions of the Conference were agreed that international instruments were the backbone of the organization, and that their elaboration would continue to play an essential part."

Role of Co-operatives

The role of co-operatives in the economic and social development of developing countries was examined in detail.

Although the International Labour Organization, almost from its inception, has included co-operation among the forms of organization with which it is concerned, this is the first time the conference discussed the question of co-operatives as a separate item.

The report prepared by the International Labour Office for the discussion revealed that the co-operative movement has not only developed considerably in the more advanced countries, but also has established a foothold in many developing countries, some of which have already achieved remarkable results.

The report pointed out that there is probably no country outside of some regions of Europe, Israel, and perhaps Japan, where it has achieved a complete and interlocked development of all its forms, but much remains to be done to improve co-operative structures and working methods.

The report contained numerous references to co-operative progress in developing countries, that showed co-operative activities found favourable ground for further development, because they met the need of the population and the national economy.

Stressing that no one group of activities and institutions, nor any fixed order for their establishment can be laid down as applicable to all, or even a wide range of countries, the report enumerated a number of objectives at which a long-term co-operative policy should be aimed, and to the achievement of which it can reasonably be expected to make a substantial contribution:

—the improvement of the social and economic position of people of limited resources and opportunities;

—the increase of national income and export revenues by a fuller exploitation of natural resources, especially in agriculture, fisheries, and forestry;

—the implementation of systems of land reform and of land settlement aimed at bringing fresh areas into productive use;

—the increase of employment and the retention of secondary sources of revenue in producing areas by the establishment of dispersed, but fully modernized industries processing local raw materials;

—the increase of personal and national capital resources by the encouragement of thrift and the use of controlled credit;

—the improvement of social conditions and the supplementing of national social services in the fields of housing, health, communications, etc.

Report of ILO Director-General

ILO Director-General David A Morse, in his report to the 49th general Conference of the International Labour Organization, proposed that the ILO's work program should include three major areas:

- human resources and economic development;
- the development of social institutions;
- living and working conditions.

In effect, Mr. Morse asked the Conference to confirm the wide agreement reached on these points during the Conference debates of 1963 and 1964 on the adaptation of the program and structure of the ILO to the needs of a changing world.

The Director-General specified that these are three facets of its activity where the ILO has accumulated considerable experience since World War II and in which major thrusts are still necessary and possible.

The new internal structure of the ILO has led to the creation of three large administrative units with areas of competence corresponding to these broad categories.

Development of Human Resources

The development of human resources comprises a better utilization of the labour force by creating higher levels of productive employment and by the improvement of the quality of the labour force by vocational education and training.

The ILO's research and operational activities in the field of human resources will not, therefore, be aimed merely at creating more employment, but also at creating employment that is fully productive, and at raising productivity in such labour intensive sectors of the economy as public works, small industries, etc.

Mr. Morse also considered it necessary to place special emphasis on employment promotion in rural areas, in order to raise the contribution of the rural sector to the national income, and to improve the living conditions and the prospects of the inhabitants of rural areas.

The ILO suggested measures for the harnessing of manpower resources that can make a positive contribution to the furtherance of both economic and social development, and of human rights.

The new structure of the ILO should bring together under one program all its different activities for the development and full utilization of the labour force. These activities comprise mainly the assessment and forecasting of manpower requirements and resources; manpower planning and organization; employment promotion; organization of placement, vocational guidance and employment counselling; vocational training; vocational rehabilitation; management development; the promotion of small industries, and the development of rural areas.

International Institute for Labour Studies

Canadian on ILO staff since 1947 chosen to be Director of Institute in succession to Rt. Hon. Hilary Marquand, appointed to new British Board for Prices and Incomes

A Canadian has become the Director of the International Institute for Labour Studies at Geneva. And the Department of Labour has announced the award of two new research fellowships at the Institute. The International Institute for Labour Studies was established by the ILO to provide opportunities for study and exchange of experience by persons from various countries concerned with all aspects of labour and social policy.

The new Director, who assumed office on May 1, is Robert W. Cox of Montreal, who has been an ILO official since 1947, most recently serving as Chief of the ILO Research and Planning Department.

Mr. Cox succeeds Rt. Hon. Hilary A. Marquand, former Minister of Health of the United Kingdom, who resigned from the Institute to become Deputy Chairman of the newly established National Board for Prices

and Incomes (see page 502). Mr. Marquand had been Director of the Institute since November 1961.

Earlier in his career, the new Director, who is a graduate of McGill University, was Executive Assistant to ILO Director-General David A. Morse and Chief of the Special Research and Reports Division. The author of many articles on political science and social and economic affairs, he is a professor at the Graduate Institute for International Studies of Geneva University.

The new Department of Labour fellowships, each of \$5,000 plus travel expenses for the fellow and his dependents, were awarded to Stuart M. Jamieson, Professor of Economics at the University of British Columbia, and to William B. Cunningham, head of the Department of Economics and Political Science at Mount Allison University, Sackville, N.B.

Prof. Jamieson's subject of research will be "Changing Patterns of Industrial Conflict"; that of Prof. Cunningham, "Municipal Labour Relations."

The awards are the first to be made by the Department of Labour in co-operation with the International Labour Organization for studies in an international setting, and are in addition to those granted annually under the Labour Department-University Research Program for labour studies in Canada.

The International Institute for Labour Studies seeks to promote a better understanding of labour problems in all countries and to find ways to resolve them, appropriate to the countries concerned. To this end, the Institute organizes teaching and education courses and promotes and carries out research and information work.

The courses and research undertaken by the Institute are basically designed for persons who already hold responsible positions in

labour affairs and who are expected to be called upon to assume even greater responsibility. These include representatives of management and trade unions, as well as members of the professions.

The Institute is financed by an endowment fund, made up of contributions and gifts from governments, employers' organizations, workers' organizations, institutions and private individuals.

Two major Belgian trade unions have offered grants to the International Institute for Labour Studies. The Confederation of Christian Trade Unions and the Belgian General Federation of Labour (FGTB) have both notified the ILO of their decision to award five annual grants each, during the period 1966-1970. These ten grants, representing a total value of \$17,500, will be awarded to participants in study courses organized by the Institute.

Canadian Group Presents Symbol to ILO

During the 161st session of the ILO Governing Body, a medal symbolizing International Co-operation Year was presented to the ILO Director-General and the officers of the Governing Body by the International Co-operation Year Committee of Canada.



Pictured at the presentation of the medal are (left to right): Saul Rae, Permanent Representative of the Canadian Government to the International Organizations in Geneva; Jean Mori, Workers' Vice-Chairman of the ILO Governing Body and Secretary of the Swiss Confederation of Trade Unions; Kalmen Kaplansky, Director, Department of International Affairs, Canadian Labour Congress, and Worker Member of the Governing Body; David A. Morse, Director-General of the ILO; George V. Haythorne, Deputy Minister of Labour of Canada and Chairman of the ILO Governing Body.

TEAMWORK in INDUSTRY

An English industrial relations officer, visiting Canada to study labour-management committees, has been giving Labour-Management Co-operation Service officials a good deal of information of how the English counterpart works.

J. F. Dean of the Electricity Council of England, spent three weeks in May visiting Ottawa, Toronto, and Montreal. While in the Capital he explained that the Electricity Council has 220,000 employees in various districts throughout the country.

Labour-management co-operation is active at the local, district, and national levels within the industry.

At the local levels there are two types of committees: negotiation and co-operation, though often the personnel is the same.

The co-operation committees, with representatives of both labour and management, have been active for many years. They have become so used to working together that their agendas have changed drastically.

At one time welfare matters took up 60 to 70 per cent of the committees' time. At present welfare accounts for only 4 per cent of discussion time, while 23 per cent is devoted to safety, 28 per cent to education and training, 30 per cent to efficiency, and the balance to miscellaneous matters.

One mandatory function of the local committees is to examine every accident report. The members are not to assess blame, but to see if there was a hazard that could be eliminated. Many worthwhile safety measures have come out of these examinations. Those with wider application than at the local level are passed on to the district and national boards for their approval.

Mr. Dean stressed that it is "the individual who matters."

All constitutions within the Electricity Board stress the individual and the individual approach.

If a worker is having troubles with his supervisor or foreman, or having problems with a job that either man has given him, he must first approach that man on a personal basis.

"If he cannot clear up the problem with this man-to-man talk, then the next step is

to go back with his union representative to see management."

As far as management is concerned, Mr. Dean noted that in the English philosophy, "It is good management to have good relations with the employees."

He stated that since management hired the worker to do a job, it was up to management to make sure the employee had every opportunity to do his work as efficiently as possible under the best possible conditions.

Labour-management co-operation committees are so highly regarded by the Electricity Council that there is a special course for committee chairmen. Members also attend a two-day course, while committee secretaries are trained for two weeks.

Usually the committees spend the last meeting of the year deciding what general topics they will discuss during the coming year.

The agendas for these meetings are posted on employee bulletin boards, giving each person ample opportunity to study the proposed subjects and discuss them with their committee members if they feel they have any suggestions to make.

* * *

Both employees and management at Hotel Dieu St. Michel Hospital in Roberval, Que., are very much in favour of joint consultation.

Celebrating the 5th anniversary of St. Michel's Co-operation Committee, all agreed that the committee had served many worthwhile purposes.

Rev. Mother Marie-du-Divin-Coeur commented "... we are able to give a continuous and almost impeccable service to our patients. Every employee has worked hard, not only to earn a salary, but because they are concerned with putting out good work."

The general director described the labour-management committee as a necessity to promote co-operation and level off any obstacles that would impede top-quality service for the patients.

Benoit Langevin, President of the Labour-Management Committee, said "the beneficial effects of these meetings are felt throughout the organization, in all departments where members of the committee are creating greater comprehension at work in their environment. . . ."

The employees at St. Michel's are members of the CNTU National Syndicate of Hospital Employees.

Establishment of Labour Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during April. The Board granted five applications for certification and rejected one. During the month the Board received five applications for certification and allowed the withdrawal of three such applications.

Applications for Certification Granted

1. Truckers, Cartagemen, Construction and Building Material Employees, Local Union No. 362; and General Drivers, Warehousemen and Helpers, Local Union No. 979; of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and dockmen employed by Bicknell Freighters Ltd., Calgary, Alta. (L.G., May, p. 422). The Western Truckers Union had intervened.

2. Association of Employees of Rod Service Ltd., on behalf of a unit of mail truck drivers and garage employees of Rod Service Ltée-Ltd., Montréal, Que. (L.G., May, p. 422).

3. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of deckhands and cooks employed aboard the car barge *Greg Yorke* by Aqua Transportation Limited, Vancouver, B.C. (L.G., May, p. 423).

4. Brotherhood of Maintenance of Way Employees, Canadian National System Federation (Western Lines), on behalf of a unit of sectionmen and bulldozer operators employed by White Pass & Yukon Route (British Columbia Yukon Railway Company and the British Yukon Railway Company) (L.G., May, p. 423).

5. Transport Drivers, Warehousemen and Helpers Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers and maintenance men and helpers employed by Veilleux Transport Inc., East Angus, Que. (L.G., May, p. 424).

Application for Certification Rejected

Trans-Canada Air Lines Sales Employees' Association, applicant; and Air Canada, Montreal, Que., respondent. (L.G., Apr., p. 340). The application, which embraced a unit of employees in the Sales Department of the company, was rejected for the reason that the applicant did not produce evidence of a majority membership satisfactory to the Board.

Applications for Certification Received

1. The Association of Ontario Employees of Overnite Express Limited on behalf of a unit of truck drivers, dockmen, mechanics, and office employees employed by Overnite Express Limited, Hull, Que. (Investigating Officer: G. E. Plant).

2. Canadian Maritime Union on behalf of a unit of unlicensed personnel employed aboard the M.V. *Wheat King* and the S.S. *Northern Venture* by Island Shipping Ltd., Toronto, Ont. (Investigating Officer: S. Emmerson).

3. Canadian Union of Public Employees on behalf of a unit of employees of the Hamilton Harbour Commissioners, Hamilton, Ont. (Investigating Officer: S. Emmerson).

4. International Longshoremen's Association, Local 1845, on behalf of a unit of longshoremen employed by Eastern Canada Shipping Limited, Montreal, Que. (Investigating Officer: R. L. Fournier).

5. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of British Columbia Television Broadcasting System Ltd., Saanich, B.C. (CHEK-TV) (Investigating Officer: J. D. Meredith).

Applications for Certification Withdrawn

1. General Drivers, Warehousemen and Helpers Local 979, Teamsters, Chauffeurs, Warehousemen and Helpers Local Union No. 880; General Truck Drivers Union Local 938; and Transport Drivers, Warehousemen and Helpers Union Local 106; of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants; and Reimer Express Lines Limited, Winnipeg, Man., respondent. (L.G., Apr., p. 341).

2. Mayo District Mine, Mill & Smelter-workers, Local Union No. 924, of the International Union of Mine, Mill and Smelter Workers (Canada), applicant; and Discovery Mines Ltd., Carmacks, Y.T., respondent. (L.G., May, p. 424).

3. Mayo District Mine, Mill & Smelter-workers, Local Union No. 924, of the international Union of Mine, Mill and Smelter Workers (Canada), applicant; and Mount Nansen Mines Ltd., Carmacks, Y.T., respondent. (L.G., May, p. 424).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During April, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Atomic Energy of Canada Limited (Commercial Products Division, Ottawa); and Ottawa Atomic Energy Workers, Local 1541, (CLC) (Conciliation Officer: T. B. McRae).

2. Pacific Inland Express Limited, Vancouver; and Locals 362, 31, 979 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

3. The Bell Telephone Company of Canada, Directory Sales Department, Eastern Region, Montreal; and Local 57 of the Office Employees' International Union (Conciliation Officer: C. E. Poirier).

4. Hudson Bay Mining and Smelting Co., Limited, Flin Flon, Man.; and Flin Flon Base Metal Workers' Federal Union No. 172, and seven international craft unions (Conciliation Officer: C. Arthur Frey).

5. Boyles Bros. Drilling (Alberta) Limited, Edmonton (Yellowknife Branch); and Western District Diamond Driller's Union, Local 1005 of the International Union of Mine, Mill and Smelter Workers (Canada) (Conciliation Officer: D. S. Tysoe).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

6. Atomic Energy of Canada Limited, Chalk River, Ont.; and Local 742 of the International Brotherhood of Electrical Workers (Conciliation Officer: T. B. McRae).

7. Maritime Terminals Inc.; Quebec Terminals Limited; Eastern Canada Stevedoring Co. Ltd.; Clarke Steamship Company Limited; and Albert G. Baker Limited; and Lodge 1257 of the Brotherhood of Railway and Steamship Clerks (Conciliation Officer: C. E. Poirier).

8. The Lake Erie Navigation Company Limited, Walkerville, Ont.; and Seafarers' International Union of Canada (Conciliation Officer: Sydney Emmerson).

9. CKCV (Québec) Limitée, Quebec City, and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier).

10. Algom Mines Limited (Nordic Mine) and United Steelworkers of America (Conciliation Officer: T. B. McRae).

11. Millar & Brown Ltd., Cranbrook, B.C. and Local 15 of the Office Employees' International Union (Conciliation Officer: D. S. Tysoe).

Settlements by Conciliation Officers

1. McKinlay Transport Limited, Cooksville, Ont.; and Local 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: Sydney Emmerson) (L.G., Mar., p. 251).

2. McKinlay Transport Limited, Windsor, Ont.; and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: Sydney Emmerson) (L.G., Mar., p. 251).

3. McKinlay Transport Limited, Cooksville, Ont.; and Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: Sydney Emmerson) (L.G., Mar. p. 251).

4. Adams Cartage Ltd., Windsor, Ont.; and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: Sydney Emmerson) (L.G., Apr., p. 342).

5. Canadian National Steamship Company, Limited (Pacific Coast Service); and Seafarers' International Union of Canada (Conciliation Officer: D. S. Tysoe) (L.G., May, p. 425).

6. Giant Yellowknife Mines Ltd.; and Yellowknife & District Miners Union, Local 802, International Union, Mine, Mill &

Smelter Workers (Canada) (Conciliation Officer: D. S. Tysoe) (L.G., May, p. 425).

7. Canadian Pacific Air Lines Limited, Vancouver Airport; and Hotel and Restaurant Employees' Union, Local 28 (Conciliation Officer: D. S. Tysoe) (L.G., May, p. 425).

8. Canadian National Steamship Company Limited (Pacific Coast Service) (Steward's Department) Vancouver; and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. S. Tysoe) (L.G., Apr., p. 342).

9. Canadian Pacific Railway Company S.S. *Princess of Acadia* and Seafarers' International Union of Canada (unlicensed personnel) (Conciliation Officer: H. R. Pettigrove) (L.G., Mar., p. 251).

10. Westmount Moving & Warehousing Limited, Montreal; and Local 931 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: C. E. Poirier) (L.G., Feb., p. 138).

Conciliation Boards Appointed

1. National Harbours Board, Port of Montreal; and Montreal Harbour Staff Employees' Association (L.G., May, p. 425).

2. National Harbours Board, Port of Montreal; and National Syndicate of Employees of the Port of Montreal (CNTU) (L.G., May, p. 425).

3. Liquid Cargo Lines Limited, Clarkson, Ont., and Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Jan., p. 49).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in February to deal with a dispute between TransAir Limited, St. James, Man.; and Lodge 2223 of the International Association of Machinists (L.G., Apr., p. 342) was fully constituted in April with the appointment of W. Steward Martin of Winnipeg as Chairman. Mr. Martin was appointed by the Minister on the joint recommendation of the other two members of the Board, James E. Wilson, Q.C., and Alistair Stewart, both of Winnipeg, who were previously appointed on the nomination of the company and union, respectively.

Board Reports Received

1. United Grain Growers Ltd.; Pacific Elevators Limited; Alberta Wheat Pool; Saskatchewan Wheat Pool; and Burrard Terminals Limited, Vancouver; and Local 333,

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Ministry of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Grain Workers Union, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., Apr., p. 353). The text of the report is reproduced below.

2. North American Elevators Limited and *Syndicat catholique et national des débardeurs de Sorel, inc.* (L.G., Sept., p. 805). The text of the report is reproduced below.

Settlements following Board procedure

1. H. W. Bacon Limited, Toronto, and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., May, p. 425).

2. Canada Steamship Lines Limited and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Feb., p. 139).

Report of Board in Dispute between

United Grain Growers Ltd., Pacific Elevators Limited, Alberta Wheat Pool, Saskatchewan Wheat Pool, and Burrard Terminals Limited

and

Grain Workers Union, Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America

The Board of Conciliation and Investigation in this matter met in Vancouver on the 15th day of February, 1965 to hear the representations of the parties and continued hearings on the 16th, 17th, and 18th of February.

The employers were represented by John A. Bourne, counsel for the employers; D. Paterson of The Alberta Wheat Pool; J. Gage of Burrard Terminals Ltd.; D. Ireton of Pacific Elevators Ltd.; A. E. Metcalfe and J. Loney of Saskatchewan Wheat Pool, and E. V. Titheridge and D. McRae of United Grain Growers. On the 18th day of February, A. T. Baker, of the Saskatchewan Wheat Pool, joined the hearings.

The union was represented by E. C. Sims, B. Chapman, Murdo Thompson, J. R. Smart, H. Kanes, R. W. Ferguson, and D. E. Fraser.

The dispute involves approximately 450 members of the union employed in terminal elevators operated separately by the five employers at Vancouver and New Westminster. It arose out of the failure to agree upon the provisions of a new collective agreement to replace the former agreement which was terminated November 30, 1964 and which, in effect, comprised five separate agreements, identical in most respects.

The five employers involved in this dispute are associated as a group, but they do not constitute an employers association within

the meaning of the "Industrial Relations and Disputes Investigation Act". They negotiate together but they administer their collective agreements separately.

It became apparent very early in the proceedings that a bar existed that effectively inhibited any real effort to conciliate the dispute. Last September, an alleged work stoppage occurred at the Alberta Wheat Pool, and the employer is now proceeding with an action for damages against the union and certain of its officers.

The union has made it plain that it will not negotiate for a new agreement with any of the five employers unless this legal action is abandoned, and the Alberta Wheat Pool is not prepared to abandon the action except as part of a general agreement on a new collective agreement.

The members of the Board of Conciliation and Investigation met separately on several occasions during the week of February 15 to 19 to attempt to find a solution to this difficulty and the Chairman of the Board, at the instructions of the Board, met with the representatives of each side for the same purpose. All such efforts failed to produce any constructive result, although it is possible that the other points in issue, difficult as they may appear, might be settled if the barrier

During April, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Grain Workers Union, Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America and United Grain Growers Ltd.; Pacific Elevators Limited; Alberta Wheat Pool; Saskatchewan Wheat Pool; and Burrard Terminals Limited, Vancouver, B.C.

The Board was under the chairmanship of R. J. S. Moir of Vancouver. He was appointed by the Minister on the joint recommendation of the other two members of the Board, W. Scott Neal of Winnipeg, and E. P. O'Neal of Vancouver, nominees of the companies and union, respectively.

The report of the Chairman and Mr. O'Neal, constitutes the report of the Board. The minority report was submitted by Mr. Neal. The texts of the majority and minority reports are reproduced here.

of the lawsuit were removed and the parties were prepared to direct their attention to them.

It was disclosed during the hearings of the week of February 15 to 18 by counsel for the employers, that the lawsuit was capable of being withdrawn from the courts and settled on some other basis. The union made it equally clear that withdrawal of the lawsuit would be a condition precedent to further negotiations on the collective agreements.

Under the peculiar circumstances which obtained on the 18th February, it was apparent that neither party to the dispute had offered any hope up to that time of an agreed settlement, and further that the Board was not able to find any indication of a proposal which might be acceptable to them.

The situation was such that the members of the Board did not think it advisable, and were not prepared, to make any recommendations as to the content of a new collective agreement.

The meetings of the Board were, therefore, adjourned until the 2nd of March and the Chairman requested the Minister to grant an extension of time in which the Board might make its report.

It was hoped that during the period from February 18 to March 2 the parties would have second thoughts, and that it might be possible to commence again on the 2nd March with better hopes for a result satisfactory to both sides.

The members of the Board met again on the 2nd March, 1965, and as a result of that meeting and subsequent conversations with counsel for the union and for the Alberta Wheat Pool, negotiations were initiated and took place on March 2 and 3.

The negotiations between these parties were limited to exploring the possibility of settling the legal action between the Alberta Wheat Pool and the union in order that all parties to the dispute could continue efforts to arrive at a new collective agreement.

All such efforts failed to produce any constructive result, although it appeared possible that the other points in the issue, difficult as they might appear, could be settled if the barrier of the lawsuit were removed, and the parties prepared to direct their attention to them.

Until the 4th March, the members of the Board of Conciliation and Investigation hoped to persuade the parties to bring about some satisfactory settlement of the lawsuit that would enable them to continue with the task of arriving at the terms of a new collective agreement. All efforts in this direction failed and, in consequence, the majority of the Board of Conciliation and Investigation, consisting of the Chairman and Mr. Neal, sub-

mitted a report to the Minister of Labour stating that, in the opinion of the majority of the members of the Board, there were no recommendations that could usefully be made.

Mr. O'Neal was of the opinion that the Board should recommend that the legal action by the Alberta Wheat Pool against the union be withdrawn, and indicated his intention of filing a minority report.

On the 11th March, 1965, the Minister of Labour requested the Board of Conciliation and Investigation to reconsider and clarify its report of the 4th March, and to make findings and recommendations on the matters in dispute.

The Board, therefore, reconvened on the 29th March, 1965, at which meeting the member, W. Scott Neal was unable to be present.

At this meeting, the representatives of the parties informed the Board that they had no further representations to make to the Board, with the exception that the union representative called the attention of the Board to two additions to the job classifications at Pacific Elevators Ltd. and asked that the Board take such additional job classifications into account when making its report. The representative of the companies made no representations in this respect.

The Board, therefore, adjourned until the 12th April at which time the members of the Board met and considered the material before it.

The court action taken by the Alberta Wheat Pool against the union and certain of its officers would appear to be a bar to settlement of this dispute. The Board does not venture an opinion as to the merits of this action but does feel that, in the interests of an amicable settlement of the dispute between the parties, it would be in the interest of future friendly relations between the companies and the union that this action be disposed of as part of an overall settlement of this dispute.

During the course of the hearings before this Board the companies asked for a number of changes in the language of the previous collective agreement that was entered into by the parties. In view of the strained relations between the parties, the Board is of the opinion that it would be unwise to enter into a substantial rewriting of the collective agreement at this time.

1. The Board now reports and recommends a settlement formula based on the language of the previous agreement, with a minimal number of changes.

2. The specific changes recommended by the Board are as follows:

- (a) The Board recommends an increase of wages across the board in the amount of 15

cents per hour, retroactive to the 1st December, 1964, and a further increase of wages across the board of 15 cents per hour, effective the 1st December, 1965.

(b) The Board recommends that the agreement be for two years commencing the 1st December, 1964.

(c) The Board recommends that double time be paid for all work performed during the lunch and supper periods.

(d) The Board recommends that the present classification of employees, and wage rates payable for such classifications, shall be set and agreed upon by mutual agreement between representatives of the companies and of the union and that, if such agreement is not possible within two months of the signing of a collective agreement, classification of jobs and the wage rates payable be referred to and defined by a single arbitrator to be agreed upon by the parties, or failing agreement, to be named by the Minister of Labour.

(e) The Board recommends that annual vacations of three weeks be granted after five years of service. Time off work for sickness or accident shall count as days worked for computing 190 days.

(f) The Board recommends that the waiting period for M.S.A. be reduced to three months for new employees, but that persons already covered by M.S.A. or M.S.I. on the date of employment be entitled to automatic enrollment with their new employer.

(g) The Board recommends that three days bereavement leave with pay be granted to employees upon the death of a mother, father, son, daughter, brother or sister, if the employee attends the funeral of the said deceased.

(h) The Board recommends that the companies continue to pay their portion of the premium for unemployment insurance when a monthly rated employee's earnings exceed \$5,460 per year.

(i) The Board recommends that the grievance procedure clause be amended to provide that a grievance may be initiated by a union officer or by an official of the company.

(j) The Board further recommends that the grievance procedure be further amended by defining, in respect of each employer, the appropriate officer with which a grievance must be lodged by the union or an employee.

(k) The Board recommends that the grievance procedure clause provide for a total period of not more than 30 days for the steps of the grievance prior to arbitration.

(l) The Board recommends that Article 8.05 of the agreement be amended to provide for 26 weeks sick benefits at the rate of \$65 per week.

(m) The Board recommends that a permanent joint committee be set up to meet regularly during the life of the collective agreement to discuss any matters which may affect either party to the collective agreement.

Dated at Vancouver, B.C., this 20th day of April, 1965.

(Sgd.) *R. J. S. Moir,*
Chairman.

(Sgd.) *E. P. O'Neal,*
Member.

MINORITY REPORT

The following is a response to a request by the Minister of Labour to the Board to reconsider and clarify or amplify the Report of the Board dated March 4, 1965 (a true copy of which is attached hereto) pursuant to the request of the Minister of Labour, Hon. Allan J. MacEachen, contained in a telegram dated March 11, 1965 to each member of the Board, reading as follows: In the matter of the dispute between Grain Workers Union Local 333 of the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America and United Grain Growers Ltd., Pacific Elevators Ltd., Alberta Wheat Pool, Saskatchewan Wheat Pool and Burrard Terminal Limited. Pursuant to subsection two of section thirty-one of the Industrial Relations and Disputes Investigation Act, I am urgently requesting the Conciliation Board appointed therein to reconsider the report of March 4 and make the findings and recommendations on the matters in dispute contemplated by section thirty-five of the act. The settlement of this dispute is of critical importance in the economy of western Canada, and I am confident that if the Board cannot get agreement directly, its recommendations will materially assist the parties in the final settlement which will emerge.

The Board reconvened on March 29, 1965, at which Mr. Neal was unable to be present.

At this meeting the representatives of the parties informed the Board that they had no further representations to make, with the exception that the union representative called the attention of the Board to two additions to job classifications at Pacific Elevators Limited, and asked the Board to take such into account when making its report. The company made no representations in this respect. Mr. Neal, although absent, understands this to be a fair statement of the proceedings as reported by the Chairman and Mr. O'Neal. The Board therefore adjourned until April 12, when it met and reconsidered the report as requested, Mr. O'Neal being a party to such reconsideration although not a party to the report of March 4.

The union continues to make it plain that it will not negotiate for a new agreement with any of the five employers unless the legal action by the Alberta Wheat Pool is unconditionally abandoned, and it appears that the latter is not prepared to abandon its action except as part of a general agreement.

On reconsideration, as requested by the Minister, it appears that none of the facts stated in the report of March 4th are in any way changed, and no new matter has been referred to the Board on which they can constructively comment, with the single important exception that it is understood that all of the employers, including the Alberta Wheat Pool, offered to have all matters in issue arbitrated by a high court judge of the Minister's choice. In the light of all of the foregoing, and in the absence of any additional specific submission by the parties, it appears that any recommendation supplementing the report of the Board dated March 4 must necessarily be confined to a general recommendation consistent with that offer, which I so make.

Although I appreciate the relative ineffectiveness of a minority report, my oath of office and professional respect of proprieties compel me to make the following observations:

(1) The report of the Board dated March 4, 1965, cannot in conscience, nor, I respectfully suggest legally, be rendered inoperative, unless there is some new matter on which to base such a revocation. Because of the failure of the parties (or any of them) to negotiate the initial proposals respectively made, no intermediate position is logically conceivable by the Board which might materially assist the parties, nor an unequivocal acknowledgment or denial of any proposal.

(2) The Board has no power to make (and indeed has an obligation to refrain from making) a recommendation in regard to a matter not referred to it and which is before the courts, which matter is not in dispute between four out of five of the employers and the union, other than to recommend that the union remove the bar to negotiation which it has imposed on employers not concerned with nor capable of dealing with such bar. The statement by the union that it "informed the companies that no settlement would be reached unless the Alberta Wheat Pool would withdraw", may constitute a failure by the union to bargain collectively, as called for by the act, with employers who have separate certifications, administer their agreements separately, and have distinctions in classifications of position and rates of pay, and only up to now have negotiated together for the convenience of the union and the employers.

(3) The Board should withdraw, unless requested by the Minister to continue, without prejudicing, in any way, the position of the parties on any of their proposals, and the Alberta Wheat Pool and the union in their lawsuit. I must record, with regret, that the Board did not deem it necessary to exercise its powers under section 35 of the act to require evidence on oath and take such other positive steps as might be required to impress upon the parties, and particularly the union, their obligations to each other and to the public implied in the act.

(4) Only the parties to the report of March 4 can properly or logically in the terms of the act "reconsider and clarify or amplify the report of any part thereof" in the absence of any new matter being added to the statement of matters referred to it, and I respectfully suggest that there is no provision in the act for anything other than the report made under section 32(7) of the act or such reconsidered report.

(5) I understand a "report" dated April 20, 1965, signed by the Chairman and the union nominee, has been filed with the Minister. If the Minister accepts the "report" dated April 20, in effect revoking the report dated March 4, 1965, by accepting recommendations in detail which could not, in the express opinion of the Chairman and the company nominee, be usefully made and assist in leading to a settlement of the dispute, it will result in a circumvention of the spirit and letter of the act regarding collective bargaining, and the obligation of all the parties to make every reasonable effort to conclude a renewal or revision of the collective agreements. The parties will be free to take unilateral action affecting, in the Minister's words, "the economy of western Canada", but now also prejudiced, or assisted as the case may be, by the specific recommendations contained in the "report" dated April 20, and signed by the Chairman and the nominee of the union, and "urgently requested" by the Minister.

(6) It is noteworthy that the detailed recommendations contained in the "report" of April 20, 1965, fly in the face of the report of the Board of March 4, which stated that the Board was of the opinion that "there are no recommendations the Board could usefully make which might assist in leading to a settlement of this dispute", which in itself was tantamount to a recommendation.

All of which is respectfully submitted, dated at Winnipeg, Man., this 21st day of April, 1965.

(Sgd.) W. S. Neal,
Member.

Attachment to Minority Report

The Board of Conciliation and Investigation established in respect of a dispute between the aforementioned parties met in Vancouver on the 15th day of February, 1965, to hear the representations of the parties and continued these hearings on the 16th, 17th and 18th of February.

At these hearings the employers were represented by John A. Bourne, counsel for the employers; D. Paterson of the Alberta Wheat Pool; J. Gage of Burrard Terminals Ltd.; D. Ireton of Pacific Elevators Ltd.; A. E. Metcalfe and J. Loney of the Saskatchewan Wheat Pool; and E. V. Titheridge and D. McRae of United Grain Growers. On the 18th day of February, A. T. Baker of the Saskatchewan Wheat Pool joined the hearings.

The union was represented by E. C. Sims, B. Chapman, Murdo Thompson, J. R. Smart, H. Kanes, R. W. Ferguson and D. E. Fraser.

The dispute involves approximately 450 members of the union employed in terminal elevators operated separately by the five employers at Vancouver and New Westminster. It arose out of the failure to agree upon the provisions of a new collective agreement to replace the former agreement which was terminated November 30, 1964 and which, in effect, comprised five separate agreements, identical in most respects.

The five employers involved in this dispute are associated as a group but they do not constitute an employers association within the meaning of the "Industrial Relations and Disputes Investigation Act". They negotiate together but they administer their collective agreements separately.

It became apparent very early in the proceedings that a bar existed which effectively inhibited any real effort to conciliate the dispute. Last September a work stoppage occurred at the Alberta Wheat Pool, and the employer is now proceeding with an action for damages against the union and certain of its officers.

The union has made it plain that it will not negotiate for a new agreement with any of the five employers, unless this legal action is abandoned, and the Alberta Wheat Pool is not prepared to abandon the action except as part of a general agreement on a new collective agreement.

The members of the Board of Conciliation and Investigation met separately on several occasions during the week of February 15 to 19 to attempt to find a solution to this difficulty and the Chairman of the Board, at the instructions of the Board, met with the representatives of each side for the same purpose. All such efforts failed to produce any constructive result, although it is possible that the other points in issue, difficult as they

may appear, might be settled if the barrier of the lawsuit were removed and the parties were prepared to direct their attention to them.

It was disclosed during the hearings of the week of February 15 to 18, by counsel for the employers, that the lawsuit was capable of being withdrawn from the courts and settled on some other basis. The union made it equally clear that withdrawal of the lawsuit would be a condition precedent to further negotiations on the collective agreements.

Under the peculiar circumstances, which obtained on the 18th February, it was apparent that neither party to the dispute had offered any hope up to that time of an agreed settlement, and further that the Board was not able to find any indication of a proposal which might be acceptable to them.

The situation was such that the members of the Board did not think it advisable, and were not prepared, to make any recommendations as to the content of a new collective agreement.

The meetings of the Board were, therefore, adjourned until the 2nd of March and the Chairman requested the Minister to grant an extension of time in which the Board might make its report.

It was hoped that during the period from February 18 to March 2 the parties would have second thoughts, and that it might be possible to commence again on the 2nd March with better hopes for a result satisfactory to both sides.

The members of the Board met again on the 2nd March, 1965, and as a result of that meeting and subsequent conversations with counsel for the union and for the Alberta Wheat Pool, negotiations were initiated and took place on March 2 and 3.

The negotiations between these parties were limited to exploring the possibility of settling the legal action between the Alberta Wheat Pool and the union in order that all parties to the dispute could continue efforts to arrive at a new collective agreement.

On the morning of March 4, 1965, the Board was informed by counsel that there had been no agreement in respect to the legal action and that it appeared no solution would be forthcoming in the foreseeable future.

Under the circumstances, the members of the Board see no possibility of any successful efforts to conciliate this dispute. Moreover, the members of the Board are also of the opinion that there are no recommendations the Board could usefully make which might assist in leading to a settlement of this dispute.

The Board, therefore, can make no such recommendations.

E. P. O'Neal expressed his opinion to the Chairman that the Board should recommend

the legal action between the Alberta Wheat Pool and the union be withdrawn as a condition precedent to further negotiations in respect to a collective agreement or agreements.

The Chairman of the Board and W. Scott Neal are of the belief that it would be improper for this Board to make recommendations in respect of a matter before the Supreme Court of British Columbia.

Report of Board in Dispute between *North American Elevators Limited* and

National and Catholic Syndicate of Longshoremen of Sorel Inc.

(Translation)

The Board of Conciliation consisting of His Honour Judge Jules Poisson, whom you appointed as Chairman of the Board on the joint recommendation of the two other members; Jean Girouard, appointed on the nomination of the company; and Jean-Robert Ouellet, appointed on the nomination of the syndicate, having held several meetings at Sorel and Montreal in accordance with the act, in order to hear the representatives of the two parties on the matters remaining in dispute in their negotiations for the renewal of the collective agreement that expired December 31, 1963, presents this report, its findings, and recommendations, which they judge as equitable and susceptible in favouring a settlement of the dispute between the parties concerned.

During the inquiry, the parties came to agree on a certain number of matters that were in dispute. The Board, therefore, takes note of the following matters entered into agreement before it:

Article 2—Par. (a)—industrial jurisdiction: The parties came to an understanding on the following text, the italicized part constituting an amendment to the old text:

"The industrial jurisdiction of the present agreement extends to the loading and unloading of all ships affected to high seas, inland and coastal navigation, the loading and unloading of freight cars, *the loading and unloading of trucks for merchandise subject to maritime freight*, the work of the

Mr. O'Neal has indicated his intention of filing a minority report.

Dated at Vancouver, B.C., this 4th day of March, 1965.

(Sgd.) R. J. S. Moir,
Chairman.

(Sgd.) W. S. Neal,
Member.

checkers and coopers, in the port of Sorel, as defined in the present agreement."

Articles 3, 4, 5, 6 and 14 in so far as the work-week and regular hours of work are concerned: The parties agreed upon the 40-hour week, with regular hours of work from 8 a.m. to 5 p.m. from Monday to Friday inclusive.

The parties also agreed to a guaranteed minimum payment of two hours at the rates in effect for each call, subject to the provisions of Article 12.

Article 7—holidays: The parties agreed to add Good Friday to the holidays actually provided for in Article 7 of their agreement.

Article 13—Par. (g), Sub-par. 6—tankers: The parties agreed to add to paragraph (b) the following text: "These men shall be called up for work at the same time as feed tenders".

Article 14—explosives (holidays): The parties agreed to add Good Friday to the list now in force.

(f) The parties agreed to modify the text under which the employer agrees to supply lifebelts, and a shelter large and comfortable enough for the employees to have their meals.

(g) The parties agreed to add a paragraph which will read as follows: "An explosives loading team shall consist of 22 men, a foreman and a water carrier."

On the points at issue, we would recommend as follows:

Articles 12 and 14—hours of call: The employer insists on maintaining the actual

During April, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between North American Elevators Limited, Sorel, Que., and the National and Catholic Syndicate of Longshoremen of Sorel Inc.

The Board was under the chairmanship of His Honour Judge Jules Poisson of Montreal. He was appointed by the Minister on the joint recommendation of the other two members of the Board, Jean-F. Girouard, Three Rivers, and Jean-Robert Ouellet, Montreal, nominees of the company and union, respectively.

The report was signed by all three members but contains majority and minority recommendations.

The text of the report is reproduced here.

hours of call: 7 a.m., 8 a.m., 10 a.m., 1 p.m. and 7 p.m.

The syndicate is asking to abolish the on call hours of 7 a.m. and 10 a.m., but to maintain those of 8 a.m., 1 p.m., and 7 p.m.

The Board, after having examined and deliberated the arguments for and against in this matter, came to the conclusion to recommend that the maintenance of the hours on call should remain as existing.

Article 9—berth-men: In its original demands, the syndicate had asked that the clause be amended to provide the minimum of six men and a foreman, instead of four men and a foreman. However, in an exchange of correspondence establishing the final position taken by the parties before conciliation and produced on file as Exhibits S-2 and S-3, it appears that the syndicate dropped its amendment, and that the two parties agreed to maintain the actual text of Article 9.

During the inquiry, however, the employer requested a new amendment to this clause, by virtue of which the moving of a ship in one operation, from one wharf to another, would be done by the same team on the same call.

The syndicate recognizes that this would be possible from the Lanctot Dock to the employer's wharf, or vice versa, but that it would not be possible from the Marine Industries Limited wharf to that of the North American Elevators.

It seems that the North American Elevators company will not use the Lanctot Dock any more to berth its ships.

Under the circumstances, the Conciliation Board is of the opinion that the debate on this issue is rather theoretical, for there is little likelihood of the circumstances, that brought it about, occurring again in the future. The Board, therefore, is of the opinion that the text of Article 9, agreed to by the two parties in the exchange of correspondence produced Exhibits S-2 and S-3, be unchanged.

Should the application of this Article 9 raise some difficulty, however, the Board thinks that the representatives of the parties can easily resolve it through post-arbitral negotiations.

Article 11(a), breakfast hour: The Board recommends that no change be made to this paragraph.

Article 13, Par. (g), Sub-par. 7—loading of grain by way of feed tenders only: The text at issue reads as follows:

"However, if it is necessary to shift spouts, the company or its representative, may call up two additional men for each spout.

The syndicate requested that this text be changed by substituting the word "shall" to the word "may". In that way, the company

will be obliged to call two additional men per spout when it is necessary to move spouts. It was established, during the inquiry, that in some cases, instead of calling additional men, the employer's representatives, foremen, and others of higher rank who are not members of the bargaining unit, do actually help the two-man grain-loading team.

The Board recommends, with Board Member Jean Girouard dissenting, that the text be modified as follows: "However, should it be necessary to move the spouts, the company, or its representative, shall call up at least one additional man per spout".

Jean Girouard favours upholding the status quo.

Article 13, Par. (g), Sub-par. 8: This is a new text, which the syndicate has requested be inserted, as follows:

"Any regular team occupied at the stowing of grain shall receive a minimum of four hours' pay at the rates in effect, except where the present agreement provides otherwise, or the work is interrupted due to bad weather, when the minimum guarantee of two hours shall apply. The four hours' pay provided above, is applicable only to the first call on each ship."

The employer concurs with the syndicate on the above text, as is shown in Exhibit S-2, but wants the insertion of the following exception: "Except for the erection of dividers or the making of partitions or platforms."

The Board notes that the circumstances to which this paragraph refers concern the completion of the loading of a ship with grain from the elevators at Sorel. But, before proceeding with the loading of grain, the employer must either have a partition built or a wooden divider made, or extend a canvas on the grain already in the ship. Usually it is the regular working party that is called upon to execute the work of the additional loading of grain. In that case, there is no problem with regards to the minimum four hours guarantee, since the two parties are already in agreement to give this guarantee in the texts, which it respectively proposes for this paragraph 8 of Article 13(g).

However, in order to effect the loading more rapidly and to liberate a ship at an earlier hour, the employer requires the presence of a few additional men for the making of dividers, platforms, or canvas partitions. The only matter in dispute that separates the parties, concerns these few additional men, occasionally required to assist in the preparation of the ship. The syndicate claiming for them the four hours minimum guarantee at the rates in force, whereas the employer wants to exclude them from this guarantee.

The Board recommends the following text:

Art. 13, Par. (g), Sub-par. 8: loading of grain: Any regular working party set to work on loading or stowing of grain will receive a minimum remuneration of four hours at the rates in force, except in the case where the present agreement provides otherwise, or that the work is interrupted due to bad weather, then, the minimum guarantee of two hours will be applicable. The four hours remuneration provided above is applicable only to the first call-up for each ship. The minimum guarantee of two hours at the rates in force, is also applicable in the cases of the supernumerary being called for work to erect or repair the grain dividers, or for the making of partitions or platforms.

Article 15, vacations: The two parties declared themselves in agreement in that the vacations, with pay, be four per cent for all longshoremen having been in the employ of the employer during the navigation season.

There remains the request of the syndicate in that the vacations with pay be brought up to five per cent for those longshoremen who have been in the employ of the employer for five seasons or more.

The majority of the Board, with Mr. Girouard dissenting, considers that the request of the syndicate is reasonable, and recommends that Article 15 of the agreement be amended in a way that it provide this improvement to the vacations with pay conditions now in force.

Article 13, unloading of barges: We are entering, here, upon the principal factor in dispute between the two parties. For a number of years, in accordance with an understanding reached between the two parties, the unloading of barges is remunerated according to a system that is conveniently called, a remuneration working system. That is to say, that independent of the number of hours effectively worked, the longshoremen committed to the unloading of a grain barge is paid for a certain number of hours, determined on the basis of the number of bushels of grain contained in the barge that is being unloaded. The system, in effect, granted the longshoremen a minimum of eight hours pay no matter what amount of grain was contained in the ship, and an equivalent remuneration of an hour's pay per 20,000 bushels. Moreover, only a short while ago, the syndicate insisted on the payment of wages for overtime work for any payable hour extending beyond the regular hours of work, independent of the effective hours worked.

An understanding reached between the parties during the course of the existence of the last agreement, did reduce the payment of overtime for the hours effectively worked,

thereby reducing in an appreciable way the cost of manpower of the employer for the unloading of barges, and also reducing within the same proportion, the income of the longshoremen concerned.

The minimum remuneration of eight hours for all cargo of less than 160,000 bushels is not in dispute, the two parties being in agreement to maintain it.

But, as for the remuneration working system by reason of one paid hour per 20,000 bushels for unloading all cargo in excess of 160,000 bushels, the two parties brought before the Board their respective positions, which the Board has noted as follows:

The Syndicate's Position

The syndicate alleges that it had, during the course of recent years, to reduce from 300 to 100 the number of longshoremen it maintained during the navigation season at the disposal of the port of Sorel.

Within these 100 longshoremen, a working group of 24 are specialized, trained, and regularly assigned to the loading and unloading of general cargoes, or to the loading and unloading of explosives.

The syndicate maintains that these actual working groups have been reduced to the possible minimum if the traditional efficiency of the longshoremen of Sorel is to be maintained, efficiency that was principally established because of the specialization of the different working groups, and the work that is entrusted to them.

The syndicate maintains, moreover, that the remuneration basis, at the rate of one paid hour per 20,000 bushels, was established on the basis of time effectively taken to unload the grain vessels previous to the agreement.

It also maintains that because of the specialization already mentioned, and of the remuneration system, the longshoremen of Sorel have developed a technique and a working rhythm, that permits an efficiency of operations in the unloading and loading of barges far superior to that which exists in any of the other ports in Eastern Canada. This exceptional efficiency is readily admitted by the employer, who concedes that he has exploited this advantageous situation to attract the customers of the maritime companies to the port of Sorel.

The syndicate finally maintains that with the actual remuneration system, the income of its members, the longshoremen of Sorel, have not reached a level that would permit them to face a reduction.

Longshoreman, Paul-Emile Desrosiers, who has eighteen years of service, three on the loading, and fifteen on the unloading of grain barges, did establish before the Board, the

state of his income as a longshoreman for the years 1957 to 1963 inclusive. His income was established in 1961 at \$3,798.84; in 1962 at \$2,653.32; and in 1963 at \$3,768.43. These amounts include the 4 per cent annual vacations with pay, to which he is entitled.

The Company's Position

The Company, by other aspects, alleges that it has, during recent years, carried out many fairly extensive investments in the improvement of its equipment, particularly toward the installation of modern and efficient mechanical equipment for the unloading and loading of grain barges.

The company estimates that with these investments, it has increased the percentage that represents the depreciation of its investment costs with the operation costs, and has reduced the amount of manual work required in the loading and unloading of vessels.

The company also alleges that the rates granted to it by the Canadian Wheat Board for the different phases of its operations, have remained permanent for several years, and that the Board has constantly refused to make any rate adjustments for several years.

For these reasons, the company claims a revision in remuneration on the following basis:

1. One hour of pay per 20,000 bushels for all cargo of less than 300,000 bushels.
2. One hour of pay per 25,000 bushels for all cargo of 300,000 to 500,000 bushels.
3. One hour of pay per 35,000 bushels for all cargo of 500,000 bushels or over.

General Remarks on the Evidence

The Conciliation Board has examined all facts, and the arguments by one or the other of the parties in relation to this problem.

Having considered the rigid stability of the rates that the employer can charge the maritime companies for loading and unloading of grain; the increase in the cost of depreciation in the invested capital for the mechanization of the operations; the modification arising in the relation between the volume of cargo and the number of working hours physically required by the longshoremen by reason of the modernization of the equipment; the Board, in spite of its reticence, has provoked a reduction of the income level of the longshoremen that is not exaggerated, deemed it advisable to welcome the request of the company for a revision of the remuneration system applicable to the unloading of grain barges.

The Board has consequently examined the company proposal to this effect, and analyzed the effect such a proposal would have with respect to the number of payable hours for the unloading of barges that have effectively

been unloaded at the employer's pier in 1963, in accordance with Exhibit C-1 as submitted by the company.

First of all, it is noted that for purposes of this analysis, the Board has put aside the overtime hours paid, observing that the parties having agreed in that the overtime rates are only applicable for the hours effectively worked, the revision on the basis of the remuneration system will not affect, in any way, the cost of overtime work.

As a second preliminary observation, it is noted that in 1963 the grain barges unloaded at the Sorel pier can be divided into the following three categories:

1. The small barges with a cargo of less than 300,000 bushels.
2. The medium barges with a cargo between 300,000 and 600,000 bushels.
3. The larger barges containing a cargo between 800,000 and 900,000 bushels.

It is also observed that the small barges are on the way out, and the transport of grain is by medium type of barge, described above, and more and more by the larger barges.

For the purposes of our discussion on the revision of the remuneration system in the unloading of grain barges, we ignore the small barges, observing that they are being removed more and more, and that the employer does not propose the revision of the remuneration system concerning the small barges.

The company proposal draws the dividing line between the medium and larger barges at 500,000 bushels. The Board deemed it advisable to displace this line at 600,000 bushels because, inasmuch as the capacity of the barges reported in Exhibit C-1, 600,000 bushels appears to the Board to be the more logical dividing line, and in other aspects, permits it to classify the barges into two distinctive categories in accordance with the volume of cargo they can transport.

The Board being convinced that during the course of the existence of the next agreement, the majority, if not all of the operations of unloading grain in the port of Sorel, will be from medium and larger barges, considers that the integral application of the company proposal would have too extensive an effect on the level of the longshoremen's remuneration.

The Board, therefore, has decided to elaborate a revised form from the beginning of the company proposition, while taking into account the above made observations.

Mr. Girouard would have accepted the revision of the company proposal in order to allow the remuneration of the unloading of grain barges, by reason of one hour per 20,000 bushels for all cargo of less than 300,000 bushels; one hour per 25,000 bushels

for all cargo of 300,000 to 600,000 bushels; and one hour per 30,000 bushels for all cargo of 600,000 bushels or over.

However, the majority of the Board, with Mr. Girouard dissenting*, recommends that paragraph (r) of Article 13 read as follows: "The remuneration to be paid for the unloading of lake grain vessels, is determined by the quantity of grain to be unloaded from each ship, according to the following table:

1. One hour of remuneration per 20,000 bushels for the first 300,000 bushels of the cargo with a minimum guarantee of eight hours remuneration per cargo.

2. One additional hour of remuneration per 25,000 bushels over 300,000 bushels of a cargo and up to 600,000 bushels.

3. One additional hour remuneration per 30,000 bushels over the 600,000 bushels within the same cargo.

The above remuneration is payable on ordinary time.

The overtime rate is applicable only to those hours where longshoremen work outside of the normal working hours provided for in the present agreement.

No overtime will be paid for hours where the unloading of the cargo is done mechanically (dipping).

When the unloading of the cargo is by means of a marine wheel, there will be employed 12 men, a foreman and a water-carrier.

When the unloading of cargo is by means of two marine wheels, there will be employed 24 men, two foremen and one water-carrier.

Duration of the Agreement

The parties declared themselves in favour of an agreement of three years. The Board, therefore, recommends that the agreement to be signed be for three years, from January 1, 1965 to December 1, 1967.

Article 19, savings plan: The Board recommends an increase in the company contribu-

* Only in the following paragraphs marked 2 and 3 (Sgd.) Jean Girouard.

tions to the savings plan of five cents an hour, applicable as of January 1, 1965.

Increases of hourly rates: The syndicate has claimed an increase of thirteen cents per year for each of the three years of the agreement.

The company offered in Exhibit S-2 an increase of eight cents per year, for each of the years of the agreement.

The Board having examined, in its entirety, the evidence submitted and noting the wage rates in force in the other ports of the province, and taking into account the particular circumstances in which the parties are in this case, has come to the conclusion to recommend the following wage increases:

1. Five cents per hour, retroactive to January 1, 1964; with Mr. Girouard dissenting, concerning the unloading of barges.

2. Twelve cents per hour, applicable as of January 1, 1965.

3. Ten cents per hour, applicable as of January 1, 1966.

4. Twelve cents per hour, applicable as of January 1, 1967.

Here are the recommendations which the Conciliation Board deems should be submitted.

Before signing our report, we wish to mention the excellent atmosphere that prevailed in the discussions between the parties before the Board, and to congratulate the representatives of the two parties for their proficiency and courtesy in presenting their respective matters before the Board.

We wish also to thank most warmly the attorneys of the two parties for the alacrity and the generosity with which they readily communicated all the required information and documents to the Board.

Dated at Montreal, this 2nd day of April, 1965.

(Sgd.) Judge Jules Poisson,
Chairman.

(Sgd.) Jean Girouard,
Member.

(Sgd.) Jean-Robert Ouellet,
Member.

Legal Decisions Affecting Labour

The Supreme Court of Canada upholds decision of B.C. Labour Relations Board to appoint arbitrator. Manitoba Court of Appeal confirms an injunction restraining an illegal strike

The Supreme Court of Canada, in dismissing by a majority decision an appeal from a ruling of the B.C. Court of Appeal, held that the decision of the B.C. Labour Relations Board to appoint an arbitrator under Section 22(3)(a) of the B.C. Labour Relations Act "if in its opinion the question is arbitrable" was final and not reviewable on *certiorari*, as the decision was made within the assigned area of the exercise of the Board's power.

In Manitoba, the Court of Appeal confirmed an injunction restraining an illegal strike and compelling the employees to return to work. The decision was made on the ground that the union was in breach of a collective agreement and that the injunction's possible incidental effect of compelling the employees to perform personal services could not deprive the employers of injunctive relief to which they were entitled.

Supreme Court of Canada

. . . rules that Labour Board's decision that grievance is arbitrable is not reviewable

On January 26, 1965, the Supreme Court of Canada ruled by a majority decision that the appointment by the Labour Relations Board under Section 22(3)(a) of the B.C. Labour Relations Act of an arbitrator "if in its opinion the question is arbitrable" was a decision that the Board alone had the power to make within the assigned area of the exercise of its jurisdiction. The Board's jurisdiction in this respect did not depend upon whether or not a court may think its opinion to be erroneous. Consequently, such decision was final and not reviewable on *certiorari*.

Local No. 1-405 of the International Woodworkers of America and Galloway Lumber Company Ltd. had a collective agreement which provided for a grievance procedure and arbitration of disputes under the collective agreement.

When one of the company's employees was dismissed, the grievance procedure was put into motion, leading to the union's demand for arbitration. The company refused to appoint a member of the arbitration board on the ground that the union, in taking pro-

cedural steps toward arbitration, did not comply with the provisions of the collective agreement and this led the company to contend that the grievance had been abandoned.

The union, claiming that it had moved for arbitration within the proper time, applied to the Labour Relations Board to appoint an arbitrator for the company under Section 22(3)(a) (added 1961, ch. 31) of the B.C. Labour Relations Act.

Section 22(3) reads as follows:

S. 22(3) Where the provision required or prescribed under this section provides for the appointment of a board of arbitration or other body,

- (a) if either party to the collective agreement within five days of the written notice from the other party of the appointment of his member or members fails or neglects to appoint a member or members, the Labour Relations Board may, if in its opinion the question is arbitrable, appoint a person or persons it deems fit for such purpose, and such person or persons is or are deemed to be appointed by the said party; and
- (b) if the appointed members, within five days from the date of the appointment of the last appointed member, fail to agree upon a person to act as chairman, and any one of the members has been appointed under clause (a), the Minister may appoint a chairman.

On June 21, 1962, the Labour Relations Board ruled, among other things, that the dispute between the company and the union over the dismissal of the employee was arbitrable, and the Board requested the company to nominate its arbitrator. When the company refused to do so, the Board, purporting to act under Section 22(3)(a) of the Labour Relations Act, on July 17, 1962, nominated an arbitrator to act as the company's representative on the Board.

The company then moved for a writ of *certiorari* to quash the Board's finding of June 21, 1962 by which the Board, among other things, ruled that the dispute was arbitrable.

On February 19, 1963, Mr. Justice Maclean dismissed the company's motion and held that the appointment of the arbitrator was properly made under Section 22(3) of the Act. This ruling was appealed by the company.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

The appeal was dismissed and the Court of Appeal ((1964) 48 W.W.R., Part 2, p. 78), by a majority decision held that the power conferred on the Labour Relations Board by Section 22(3) of the B.C. Labour Relations Act to appoint an arbitrator "if in its opinion the question is arbitrable" does not clothe the Board with jurisdiction to act in a judicial or even in a *quasi-judicial* manner that can be reviewed by *certiorari*. Further, the Court held that the appointment of the arbitrator is not a matter of jurisdiction but the exercise of a mere power, which completes the membership of the arbitration board and enables it to function if it truly has jurisdiction. The consequences end with the appointment, and the question of the jurisdiction of the arbitration board remains for the proper tribunal to determine, untrammelled by the Labour Relations Board's opinion. From this ruling the company appealed to the Supreme Court of Canada.

In the Supreme Court of Canada, Mr. Justice Judson, rendering the majority decision, stated, among others, that by Section 22(3)(a) of the Labour Relations Act, the Labour Relations Board has power to appoint an arbitrator "if in its opinion the question is arbitrable." The company claimed that the Board must come to a correct decision on this question before it can make the appointment and that the correctness of the decision is reviewable by way of *certiorari*.

Mr. Justice Judson did not agree. In his opinion, the Board's jurisdiction does not depend upon whether or not a court may think its opinion to be erroneous. He added that there is nothing "collateral" or "preliminary" or "jurisdictional" about this question. In his view, the question is "of the very essence" of the inquiry. Further, he added that in the case at bar there could be no ground for judicial review based on an opinion of error in statutory interpretation or an exercise of power beyond that conferred by the statute.

In his view, it was undisputed that there was a complaint of wrongful dismissal and a demand for the appointment of an arbitrator. Power to appoint an arbitrator in these circumstances belonged to the Board "if in its opinion the question is arbitrable." The company's argument wished to change the language to read "if in the opinion of the Board, which will be supported by a court asserting a power of review, the question is arbitrable."

Mr. Justice Judson thought that the Board's decision in the case at bar was correct but that opinion had nothing to do with the issue before the Court. In his view, the Board made the decision which it alone had the power to make. The decision was made

within the assigned area of the exercise of the power. Consequently, the decision was final and not reviewable.

The minority view of the Court, as stated by Mr. Justice Spence, with whom Mr. Justice Hall concurred, was that on the facts of the case at bar, the Board rightly concluded that the question at issue was arbitrable. However, in expressing, pursuant to Section 22(3)(a) of the Labour Relations Act, its opinion whether a question is arbitrable, the Board was exercising a judicial or at least a *quasi-judicial* function, and not merely an administrative power. Consequently, the exercise of this function by the Board was reviewable by the courts.

The appointment of an arbitrator, Mr. Justice Spence added, may well be an administrative act, but the determination whether a question is arbitrable involves a consideration and interpretation of the collective agreement and is a judicial act.

The Supreme Court of Canada dismissed the company's appeal. *Galloway Lumber Company Ltd. v. Labour Relations Board of British Columbia and International Woodworkers of America, Local 1-405*, (1965), 51 W.W.R., Part 2, p. 90.

Manitoba Court of Appeal . . .

. . . confirms injunction restraining illegal strike, causing employees to return to work

On October 30, 1964, the Manitoba Court of Appeal affirmed with a variation a judgment of Mr. Justice Bastin, who ordered that an injunction restraining an illegal strike, and originally granted in an *ex parte* application by Winnipeg Builders Exchange against the Operative Plasterers' and Cement Masons' International Association, Local Union No. 334, Winnipeg, be continued until the trial of the action (L.G., May, p. 432).

The Court of Appeal held that, although an injunction is not ordinarily granted to compel the performance of personal services, the fact that an injunction restraining an illegal strike may have the additional and incidental effect of causing the employees who went on strike to return to work is not of sufficient consequence to disentitle the employers to injunctive relief.

The judgment of the Court was rendered by Mr. Justice Monnin. Reviewing the circumstances of the dispute, he noted that the word "strike" is defined as follows in Section 2(p) of the Manitoba Labour Relations Act:

- (p) "strike" includes a cessation of work, or refusal to work or to continue to work, by employees, in combination or in concert or in accordance with a common understanding, for the purpose of compelling their employer to agree to terms or conditions of employment or to aid

other employees in compelling their employer to agree to terms or conditions of employment.

Further, Mr. Justice Monnin noted that, by a collective agreement, Local Union No. 334 of the Operative Plasterers' and Cement Masons' International Association and the plastering contractors' section of the Winnipeg Builders' Exchange settled the terms of employment of journeymen plasterers for the period commencing May 1, 1962, and ending April 30, 1963. The agreement was extended to April 30, 1964.

The agreement contained, *inter alia*, the following provisions:

Section 1—Term of Agreement and Negotiation for Renewal:

- (C) Both parties hereto agree to enforce and see that its members enforce all provisions of this Agreement and also any decision of an Arbitration Board under Section 4.

Section 5—Strikes and Lockouts:

- (A) It is agreed by the Union that there shall be no strike or slowdown either complete or partial, or other collective action which will stop or interfere with production during the life of this Agreement or while negotiations for a renewal of this Agreement are in progress.
- (B) It is agreed by the Employers that there shall be no lockouts during the life of this Agreement or while negotiations for a renewal of this Agreement are in progress.

Section 16

- (B) It is agreed that the Union will not allow its members to contract for any work on a labour basis. Further, the union will not allow its members to work for an Employer not signatory to this Agreement for less wages than set forth in this Agreement.

Further, the agreement contained provisions for renegotiation and stipulated that once notice of renegotiation has been given it had the effect of continuing the agreement in full force during the period of negotiation.

In February 1964, the union gave written notice of its intention to negotiate a new agreement and thereafter negotiations took place. On June 12, 1964, at the request of the union, the Minister of Labour instructed a conciliation officer to confer with the parties. With the assistance of this officer, negotiations were continued up to and including July 21, 1964, and had definitely not terminated on that date.

On the morning of July 21, all the journeymen plasterers reported for work at their various places of employment and, later during the day, without notification of any kind to their employers and without authorization from them, ceased to work.

Later the same evening, the international vice-president of the union sent to all employers concerned telegrams in the following language:

"Agreement for 1964-66 awaits your signature at 919 Notre Dame tonight plasterers can and will return to work when this agreement is signed office will be open until eleven o'clock."

An *ex parte* injunction restraining illegal strike was granted by Mr. Justice Smith on July 23, 1964. This injunction was ordered by Mr. Justice Bastin to continue until trial; but he substituted therein new wording, as follows:

1. This Court doth order that the Defendants and each of them, their officers, servants, agents and members be and they are hereby strictly enjoined and restrained until the trial of this action from declaring, authorizing, counselling, aiding or engaging in or conspiring with others to bring about or continue an unlawful strike with respect to employment of plasterers with the plaintiff employers in combination or in concert or in accordance with a common understanding for the purpose of compelling the plaintiff employers to agree to terms or conditions of employment of the employees of such plaintiff employers.

2. This Court doth further order that the Plaintiffs recover against the Defendants, jointly and severally, their costs to be taxed and in any event of the cause.

The decision of Mr. Justice Bastin was appealed by the union.

In the opinion of Mr. Justice Monnin, there was a stoppage of work and the telegrams clearly indicated that the workers would return to work only when the agreement was signed. This was, in his view, a concerted effort by the union, its officers and its members to compel the employers to sign an agreement to their satisfaction and their liking, in the middle of negotiations, and at a time when a conciliation officer, duly appointed by the Department of Labour, was attempting to bring the parties together.

In the opinion of Mr. Justice Monnin, the only point that needed consideration by the Court of Appeal was whether an injunction was a proper remedy under the circumstances.

Counsel for the union claimed that the Court could not order an injunction, because it purported to require people to positively perform work for other persons and that such an injunction was contrary to legal precedent and undesirable from a social standpoint. He further submitted that the Courts have always refused to entertain injunctions in the case of agreements for personal services.

Mr. Justice Monnin stated that the union, acting on behalf of its membership and its duly authorized officers, covenanted that during the lifetime of the agreement or while negotiations for its renewal were in progress, there would be no strike or slowdown, and no collective action that would stop or interfere with the work. In his opinion, it is the substance of the covenant rather than the

form that is important. He was satisfied that in the case at bar there was an express negative covenant.

Further, he stated that the Courts have restrained by injunction the breach of such a negative covenant; interference by the Courts in such a case has the effect of an order for specific performance.

Mr. Justice Monnin stated that the principle applicable to the situation under review is set forth in *Kerr on Injunctions*, 6th ed., pp. 422-3, as follows:

If parties for valuable consideration, with their eyes open, contract that a particular thing shall not be done, all that a Court of equity has to do is to say by way of injunction that the thing shall not be done. In such a case the injunction does nothing more than give the sanction of the process of the Court to that which already is the contract between the parties. It is not then a question of the balance of convenience or inconvenience or of the amount of damage or injury, it is the specific performance by the Court of that negative bargain which the parties have made with their eyes open between themselves, unless the covenantee has, by his conduct or omissions, put himself in such an altered relation in the covenantor as to make it manifestly unjust for him to ask the Court to enforce the covenant by injunction, or the covenantee has suffered no damage by the breach of covenant and is offered an undertaking that will prevent any future damage by the continuing breach, and the granting of an injunction would inflict damage on the covenantor out of all proportion to the relief given to the covenantee.

A similar statement of the law is contained in 21 Hals., 3rd ed., p. 382, para. 802. The subtitle of this paragraph is "Proof of damage unnecessary". One may also find in Halsbury the additional words: "If the construction of the contract is clear and the breach is clear, the mere circumstances of the breach affords sufficient ground for the injunction."

Returning to the situation at bar, Mr. Justice Monnin stated the parties entered into the agreement with open eyes. Freely, voluntarily and, presumably, to the best advantage of its membership, the union agreed not to

cause any stoppage of work during the existence of the agreement. The union avowedly broke the agreement. The underlying principle behind the granting of an injunction in cases of this nature is that the Court will not suffer people to depart from their agreement at their whim, leaving the party with whom they contracted to the chance of collecting damages if and when they can.

Further, Mr. Justice Monnin stated that the main effect of the order granted by Mr. Justice Bastin was to enjoin the union officers and members from declaring, authorizing, counselling, aiding and engaging in or conspiring with others to continue this unlawful stoppage of work. That was the main purpose of the order—the stoppage of this concerted effort as displayed by the show of telegrams—and was certainly warranted in view of the breach of the covenant.

Mr. Justice Monnin stated also that it was possible and even probable that the injunction might have the additional and incidental effect of causing those members of the union who have ceased to work to return to work for their former employers, but it was only an incidental effect of the injunction and not the main one and, in his view, was not of sufficient consequence to disentitle the employers from the receipt of an injunction which they were absolutely entitled to obtain.

Mr. Justice Monnin concluded that "it would be incredible if a court, because of an incidental effect of its order, should hesitate or find itself without power to grant what the parties on their own behalf, and on behalf of their members, freely and voluntarily agreed to do or agreed to refrain from doing."

The Court of Appeal affirmed the order of Mr. Justice Bastin with a variation regarding the costs. *Winnipeg Builders Exchange et al. v. Operative Plasterers and Cement Masons International Association et al* (1965) 48 D.L.R. (2d), Part 2, p. 173.

The Canadian Construction Association and the Association of International Representatives of the Building and Construction Trades last month presented a joint brief to the Minister of Labour, Hon. Allan J. MacEachen, urging amendments to the Fair Wages and Hours of Labour Act.

The brief urged amendments to avoid conflict with freely negotiated working conditions, and to have freely negotiated employer-paid benefit plan contributions incorporated into "fair wage" rates. The Act should be amended, the brief said, to give recognition to the four main types of construction, and to avoid conflict with freely negotiated hours of work by types of construction. Provision should be made for elimination of overtime permit procedures, and for a statutory limitation on claims for allegedly underpaid wages. It also asked that the Regulations be amended to stipulate the effective date of revised "fair wage" schedules.

Recent Regulations under Provincial Legislation

Saskatchewan revises its minimum wage orders. New orders in Alberta provide for a general minimum wage of \$1.00 an hour, introduce paid statutory holiday plan, extend 44-hour week

New minimum wage orders in Saskatchewan increased the general minimum rates for full-time adult workers by \$1.50 a week to \$38 a week in the cities and \$36 a week elsewhere, and raised some occupational rates. A new order for the construction industry set a minimum wage of \$1.15 an hour for hourly-rated employees, and introduced a new formula for paying construction workers for public holidays.

In Alberta, a new general minimum wage order provided for the establishment by July 1, 1966 of a province-wide minimum wage of \$1 an hour. Another new order extended the 44-hour week now in effect in the larger centres to all parts of the province, effective January 1, 1966. Two other new orders provided for five paid holidays a year for most employees, and for the payment of a lump sum to construction workers in lieu of holidays. The apprenticeship regulations for the appliance serviceman trade were revised.

In Newfoundland, a new minimum wage order for the hotel and catering industry limited deductions for meals from the minimum wage. Apprenticeship regulations were issued for the machinist trade.

Alberta Apprenticeship Act

In Alberta, new apprenticeship regulations for the trade of appliance serviceman were gazetted on April 15 as Alta. Reg. 168/65. Among other changes, the new regulations have defined the term "appliance serviceman," changed the period of apprenticeship and provided for the certification of tradesmen who have not served a formal apprenticeship.

For purposes of these regulations, an appliance serviceman means a person "who is engaged in the service, maintenance and repair of household appliances, not including the initial installation of appliances governed by electrical, gas or plumbing codes and regulations."

In line with recent trends, the term of apprenticeship is now expressed in periods instead of in years, and a minimum number of hours is specified. Instead of four years, the term of apprenticeship in the appliance serviceman trade now consists of four periods of 12 months. Each period is to consist of not less than 1,800 hours of employment, including time spent attending prescribed technical courses. As is customary, time credits may be granted for previous experience or training in the trade. However, an apprentice may not advance to the next period until

he has accumulated the required number of hours.

A person with at least four years of acceptable experience in the appliance serviceman trade may now obtain a certificate of qualification if he passes the prescribed examination.

Alberta Labour Act

A new general minimum wage order, a general hours of work order and two orders governing statutory holidays issued by the Alberta Board of Industrial Relations were gazetted as Alta. Reg. 179/65 to 182/65 on April 15.

The new minimum wage order has as its objective the establishment by July 1, 1966 of a general minimum wage of \$1 an hour for employees 18 years and older, with provision for a 15-cent differential for younger workers.

The hours of work order extends the 44-hour week now in effect in places with a population of 5,000 or more to all parts of the province, effective January 1, 1966.

One of the new orders dealing with statutory holidays requires an employer to give employees five paid holidays a year, making Alberta the second province, after Saskatchewan, to provide for statutory holidays with pay. The other order requires construction workers to be given 2 per cent of their regular wages in lieu of the five holidays with pay provided for other employees.

Minimum Wages

The new general minimum wage order goes into force on July 1, replacing two general orders issued in 1961.

The new order covers almost all employees in the province. The few exemptions include: farm workers; domestic servants; municipal constables; employees subject to another order; apprentices working under an approved contract; and persons hired for casual, seasonal, or temporary work in any industry by another than the employer engaged in such industry. Persons engaged by contract approved by the Board of Industrial Relations and who are paid either a stated wage or on commission basis are also exempt.

In this order, the Board has used a different approach to minimum wage-setting from that previously followed. The two earlier orders not only set regional and age differentials, but also distinguished between full-time employees whose regular work week was 40

hours or more and employees who normally worked less than 40 hours in a week, setting weekly rates for the former and hourly rates for the latter.

Under these orders, the minimum for full-time employees older than 19 years was \$34 a week in places with a population of over 5,000, and \$30 elsewhere in the province. The corresponding part-time rates were 85 cents and 75 cents an hour. The full-time minimum for younger workers was \$4 a week less than the adult rate for employees 18 to 19 years, and \$8 less for those less than 18. For part-time workers, the differential for younger employees was 10 cents or 20 cents an hour, depending on the age.

The new order provides for one general rate, \$1 an hour, which is to be introduced gradually to avoid the possibility of hardship either to employers or to employees. At first the \$1 rate will apply only in places with a population of more than 5,000. These include Edmonton, Calgary, Lethbridge, Medicine Hat, Red Deer, Jasper Place, Camrose and Lloydminster.

In places with a population of 5,000 or less, the minimum is to be increased in three stages. After July 1, the minimum payable to employees in the smaller centres who are 18 years and older is 85 cents an hour. On January 1, 1966, the minimum is to be increased to 95 cents an hour, and on July 1, 1966 to \$1 an hour.

The minimum for employees less than 18 is 15 cents less than the corresponding adult rate.

A daily guarantee provision is again included. It stipulates that an employee who is employed for less than four consecutive hours in a day must be paid for at least four hours at the applicable minimum hourly rate. A meal period of one hour or less may not be counted as part of the four-consecutive-hour period.

The wages of pieceworkers and employees paid in whole or in part on a commission basis may be adjusted so that no employee may receive less than the prescribed minimum rate, provided the period of adjustment is not more than one month.

Time and one-half the regular rate must again be paid for all overtime work.

Limitations are again placed on deductions from the minimum wage for board or lodging furnished as part of wages. The maximum deductions now permitted are: \$6 for 21 meals in a seven-day week; \$5.25 for 18 meals in a six-day week; 35 cents for single meals; \$3 for a full week's lodging; and 50 cents per day where lodging is furnished for less than a week. No charge may be made for meals not consumed.

Deductions from the minimum wage for the provision and upkeep of uniforms required by the employer, or for accidental breakages, are again forbidden.

Hours of Work

As indicated above, the new hours of work order extends the 44-hour week to all parts of Alberta, effective January 1, 1966. The 44-hour standard has been in effect in Edmonton, Calgary, Lethbridge and Medicine Hat since 1952, and in other places with a population of more than 5,000 since 1961. The maximum daily limit remains eight hours in all areas of the province.

Some exceptions will be permitted. In cases where the weekly limit is impractical, hours may be averaged over a four-week period, provided weekly hours do not exceed 48 in any one week.

The new order will apply to almost all employees except farm workers, domestic servants, municipal constables and employees subject to another order. Workers covered by a collective agreement or an industrial standards schedule will also be exempted until the next anniversary date of the agreement or schedule following the effective date of the order (January 1, 1966).

Statutory Holidays

General Order

The new general holiday order requires employers to give their employees five paid holidays a year—New Year's Day, Good Friday, Dominion Day, Labour Day and Christmas Day.

In issuing this order and the order governing holidays in the construction industry described below, the Board has, for the first time, exercised authority granted to it by a 1964 amendment to the Alberta Labour Act. The only holiday provisions previously in effect were those in the general minimum orders prohibiting an employer from reducing the wages of a full-time employee below the prescribed minimum rate, by making a deduction for time not worked on a holiday when the employer's place of business was closed.

The general rule now is that, if a general holiday falls on a regular working day and the employee does not work on that day, he is entitled to his regular wages for the day. If an employee is hired by the week or by the month, his wages must not be reduced by reason of time not worked on the holiday.

An employee who is paid on a daily or hourly basis must be paid at least the equivalent of the wages he would have earned for his normal hours of work. An employee whose wages are calculated on some other

basis must receive the equivalent of his average daily earnings, exclusive of overtime, for the four weeks he worked immediately preceding the week in which the holiday occurred.

An employee who is required to work on a holiday is entitled to his regular wages for the day and, in addition, he must be paid at his regular rate for all time worked, or he must be given a holiday with pay at some other time not later than his next annual vacation or on termination of employment.

Some exceptions are provided. The above provisions will not apply to a person who does not work on a holiday when he has been required or scheduled to do so.

Also, an employee will not be entitled to a holiday with pay if he has not worked for his employer for at least 30 days in the preceding 12 months or if he is absent without leave on either his last regular working day preceding, or his first regular working day following the holiday. If such an employee works on a general holiday, he must be paid at least his normal wages for all time worked.

The new holiday provision, which goes into force on July 1, will not affect any provision in any agreement or contract of service, or any custom that ensures to an employee more favourable holiday benefits than those provided by this order.

Construction Industry

The new holiday order requiring employees in the construction industry, except office staff, to be given holiday pay in lieu of the five general holidays now provided for other employees goes into force on July 1.

It will apply to all branches of the construction industry, including demolition work, the construction of highways, pipelines, irrigation, drainage and sewage systems, the grading and surfacing of airfields, and the construction of power transmission lines and of power and gas distribution systems.

In lieu of five general holidays, a construction worker must be paid an amount equal to 2 per cent of his regular pay for the period of employment or the period since he was last given his annual vacation, whichever is shorter.

This pay in lieu of holidays is to be paid to the employee in a lump sum at least one day before the beginning of his annual vacation, or on termination of employment if services are being discontinued.

New Brunswick Tradesmen's Qualifications Act

In recent months, New Brunswick has designated four trades as being within the scope of the Tradesmen's Qualifications Act, effective from various dates.

The barbering trade was brought under on December 1, 1964, and the powderman's trade on January 1, 1965.

The plumbing trade will come within the scope of the Act on January 1, 1966, and the electrical construction trade on January 1, 1968.

The regulations designating these trades were gazetted on December 4, March 24 and April 24, respectively.

Newfoundland Apprenticeship Act

In Newfoundland, the Provincial Apprenticeship Board has issued its first apprenticeship regulations for the machinist trade and has designated another trade. It has also approved another company training plan.

Trade Rules

The apprenticeship regulations for the machinist trade set a minimum age of 16 for apprentices. The minimum educational standard is Grade X or equivalent, or, under exceptional circumstances, subject to the approval of the Board, Grade IX or equivalent.

The term of apprenticeship is four years or 8,000 hours actually occupied in the trade, whichever is greater; including the probationary period and the required hours of related technical instruction.

Apprentice machinists must attend classes for 12 weeks the first year and for six weeks each succeeding year of the apprenticeship term. As in other trades, apprentices indentured following a pre-employment course will not be required to attend full-time classes during the first year.

Apprentices must be paid a progressively increased schedule of wages, which may not be less than the prescribed percentage of the prevailing journeyman's rate in the place of employment. The minimum is 40 per cent during the first period, 45 per cent during the second, 50 per cent during the third and 55 per cent during the fourth. During the fifth period the rate is 60 per cent of the journeyman's rate, increasing by 10 per cent upon successful completion of each succeeding period to 90 per cent in the eighth period. (A period is six months or 8,000 hours, whichever is greater).

The ratio of apprentices to journeymen is one to two, except that every shop with one journeyman may employ one apprentice.

Apprentices are to work the same hours as journeymen, provided they do not work more than nine hours in a day and five days in a week, except for normal overtime or in emergencies as provided for in a collective agreement.

The new regulations were published on April 6 and went into force on March 17.

Designated Trade

The trade of stationary engineer was designated an apprenticeable trade in an order gazetted on April 20, replacing the trade of stationary operating engineer.

Company Training Plan

The new company apprenticeship training plan applies to Bowater's Newfoundland Pulp and Paper Mills Limited and covers 13 trades. The details of the plan were published on April 20.

Newfoundland Minimum Wage Act

A new minimum wage order for the hotel and catering industry issued by the Newfoundland Government on April 13 limited charges for meals and prohibited deductions for uniforms.

This new order makes no changes in rates (70 cents an hour for men, 50 cents for women) but seeks to protect the minimum wage by limiting the deductions or charges that an employer may make for meals furnished to an employee. The maximum amount that may now be deducted from the minimum wage is 25 cents per meal.

The order also stipulates that an employer must not reduce the wages of an employee below the minimum rate by making a deduction for furnishing, repairing or laundering of uniforms or other special wearing apparel that he requires the employee to wear.

This order applies not only in hotels and restaurants but also in other places where food is prepared and served for which a charge is made, including hospitals, sanatoria, nursing homes, and kitchens and dining rooms operated in connection with industrial and commercial establishments, office buildings and schools. It also covers places where lodging is furnished for which a charge is made.

The new order went into force on May 1.

Saskatchewan Minimum Wage Act

In Saskatchewan, the two general minimum wage orders and eight special orders governing particular workplaces or occupations have been revised, and a new order for the construction industry has been issued. The minimum wage order for the logging and lumbering industry, and the order requiring employers to give employees detailed earnings statements on regular pay days and on termination of employment, were re-issued without change. The new orders were gazetted as Sask. Reg. 61/65 to 73/65 on April 15 and went into force on May 1.

The orders with the widest coverage, that is the two general orders and the five orders governing hotels, restaurants, educational institutions, hospitals, nursing homes and

amusement places, increased full-time rates for adult workers by \$1.50 a week and made them payable at age 17 instead of 18. As a result, the minimum for full-time employees 17 years and older is now \$38 a week in 10 cities (all of the cities in the province except Lloydminster) and \$36 a week in the smaller centres.

The new special order for the construction industry set a minimum wage of \$1.15 an hour for hourly rated construction workers and introduced a new formula for paying these employees for public holidays.

Three other special orders set higher minimum rates for resident janitors in apartment houses, for drivers of heavy trucks and for employees engaged in well drilling.

Coverage

Together, the two general and 10 special minimum wage orders cover almost all employees in the province. The only exclusions are managerial employees, domestic servants in private homes, agricultural workers and a few minor occupational groups.

Minimum Rates

In this revision, the Saskatchewan Minimum Wage Board has increased some rates, but has made no changes in its general approach to minimum wage setting. It has retained the regional and age differentials and has also continued its practice of setting weekly rates for full-time employees and hourly rates for part-time workers.

Under the two general orders (Orders 1 and 4), and the four orders governing hotels, restaurants, educational institutions, hospitals and nursing homes (Orders 2, 3, 5 and 6), the full-time or weekly rates apply to persons who regularly work 36 or more hours a week, and the part-time or hourly rates apply to employees whose normal work week is less than 36 hours.

The order for amusement places (Order 10) defines "full-time" employees in the same manner as the orders referred to above, but classifies persons who work between 16 and 36 hours a week as "part-time," and employees who normally work less than 16 hours a week as "casual".

In the two general orders and five special orders referred to above, full-time rates have been increased by \$1.50 a week. The minimum for full-time employees 17 years and older employed in shops, offices, factories, hotels, restaurants, educational institutions, hospitals and nursing homes and amusement places is now \$38 a week in the cities (and within a five-mile radius), and \$36 a week elsewhere. The rates for full-time employees under 17 are \$36 and \$34, respectively.

These seven orders have set the same general part-time rates as formerly, except that the adult rates are now payable at 17 instead of 18. The minimum for part-time adult workers remains \$1 an hour in the cities and 95 cents an hour elsewhere. Part-time rates for employees under 17 are 95 cents and 90 cents an hour, depending on the location.

As before, the number of part-time workers is limited to 25 per cent of the total number of full-time employees in an establishment. An employer who has fewer than four full-time employees is, however, allowed to hire one part-time worker. The order for amusement places does not, however, limit the number of part-time or casual workers employed in an establishment.

The general orders and the special orders for hotels, restaurants, educational institutions, hospitals, nursing homes and amusement places, again provide for call-in pay for part-time and casual workers. They stipulate that all part-time or casual workers except messengers, truck drivers, students employed outside of school hours, and janitors and caretakers, must receive a minimum of three hours pay at the applicable minimum rate for each occasion on which they are asked to report for duty, whether or not they work three hours.

In addition to the rates referred to above, the two general orders again fix special rates for delivery boys and messengers, and for drivers of motor vehicles of up to 7,500 pounds gross weight. The minimum for full-time taxi drivers and drivers of light delivery trucks has been increased by \$1.50 a week to \$41 a week in the cities, and to \$39 in other parts of the province. Part-time rates

for employees in this category have been increased by 5 cents an hour to \$1.10 and \$1.05 an hour, respectively.

The minimum for full-time messengers and delivery boys has been increased by \$1 a week to \$27.50 a week in the cities, and \$25.50 elsewhere in the province. The corresponding part-time rates are now 85 cents and 80 cents an hour. A messenger who provides his own bicycle must, as before, be paid an additional 50 cents a week, if full-time; and an additional 3 cents an hour, if part-time.

Three other special orders also provided for some wage increases. The minimum for full-time janitors and caretakers in residential blocks (employees who work 48 hours a week or more) was increased from \$46.50 to \$50 a week, and the minimum for part-time employees in this category from \$1.05 to \$1.15 an hour.

The rate for drivers of heavy trucks (over 7,500 pounds gross weight) was increased to \$1.15 an hour or $3\frac{1}{2}$ cents a mile, whichever is greater. The rate for swambers and helpers remains \$1.05 an hour.

The revised order for oil well drilling increased the minimum wage from 95 cents to \$1.10 an hour.

The new order for the construction industry, the first such order to be issued in Saskatchewan, set a minimum wage of \$1.15 an hour for all hourly-rated employees in the industry. This rates applies in all branches of the industry, including the construction or repair of any sewer, drain or gas work; any electrical, plumbing or heating undertaking; and road or highway construction. It does not apply, however, to employees of a rural municipality employed solely on road maintenance.

As a result of these changes, the minimum rates now in effect in Saskatchewan are as follows:

General Rates

Ten cities: \$38 a week, \$36 a week for employees under 17 years, \$1 an hour for part-time employees over 17, 95 cents under 17.

Elsewhere in province: \$36 a week, \$34 a week for employees under 17 years, 95 cents an hour for part-time employees 17 and over, 90 cents under 17.

Occupation and Industry Rates

Delivery boys and messengers:

Ten cities: \$27.50 a week and 50 cents a week for use of bicycle, 85 cents an hour and 3 cents an hour for use of bicycle for part-time employees;

Elsewhere in province: \$25.50 a week and 50 cents a week for use of bicycle, 80 cents an hour and 3 cents an hour for use of bicycle for part-time employees.

Truck drivers and helpers and swambers on trucks of more than 7,500 lbs.:

Drivers, \$1.15 an hour and $3\frac{1}{2}$ cents a mile, whichever is greater; swambers and helpers, \$1.05 an hour.

Operators of motor vehicles 7,500 lbs. and under:

Ten cities: \$41 a week, \$1.10 an hour for part-time employees;

Elsewhere in province: \$39 a week, \$1.05 an hour for part-time employees.

Janitors and caretakers in residential blocks:

\$50 a week for work week of 48 hours or more, \$1.15 an hour if work week is less than 48 hours.

Logging and lumbering:

Cooks, cookees, bull cooks or watchmen, \$160 a month; other employees, \$1 an hour.

Operation of well drilling rig:

All employees, \$1.10 an hour.

Construction:

Employees paid on an hourly basis, \$1.15 an hour.

Student Rates

Students employed outside school hours:

Ten cities: 95 cents an hour, if under 17; \$1 an hour, if 17 or over.

Elsewhere in province: 90 cents an hour, if under 17; 95 cents an hour, if 17 or over.

Deductions from Wages

The four orders governing hotels, restaurants, educational institutions, hospitals and nursing homes contain substantially the same rules with respect to deductions as formerly. Deductions or charges for board and lodging are again permitted, provided employees agree to accept these facilities. In hotels and restaurants throughout Saskatchewan, the maximum charge remains 25 cents for a night's lodging and 90 cents a day for meals or 30 cents for single meals. The same maxima apply in educational institutions, hospitals and nursing homes, except that they are now limited to persons receiving \$39 a week or less (previously \$37.50 a week or less).

Deductions for the provision and upkeep of uniforms required by the employer continue to be forbidden.

Public Holidays

The provisions governing statutory holidays are unchanged, except those relating to construction workers. As before, all employees subject to these orders except janitors and caretakers in residential blocks, employees in logging and lumbering, and casual workers in amusement places, are entitled to eight holidays a year with wages at their regular daily rate. The eight days are New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day.

If required to work on a holiday, all employees except those in hotels, restaurants, hospitals, nursing homes and educational institutions, and persons employed on drilling rigs, must receive, in addition to their regular pay for the holiday, time and one-half the regular rate for every hour or part of an hour worked.

Employees in hotels, restaurants, hospitals, nursing homes and educational institutions who are required to work on a holiday must be paid, in addition to their regular pay, wages at the regular rate for every hour or part of an hour worked; or, if full-time employees, they may be given equivalent time off at regular rates within four weeks.

Persons employed on drilling rigs who are required to work on one of the eight holidays specified must receive their regular

wages for the day plus pay at the regular rate for all time worked.

Casual employees in amusement places are not entitled to holidays with pay; but if they do work, they must be paid one and one-half the regular rate.

When Christmas or New Year's Day falls on Sunday, the requirements set out above apply to the following Monday. They also apply when the Monday following Remembrance Day is declared a holiday.

By agreement between an employer and a trade union representing a majority of the employees in an appropriate bargaining unit, another working day may be substituted for any of the eight listed holidays. Where workers are not represented by a trade union, the Minister of Labour may by order permit a similar substitution, if he is satisfied that the employer and a majority of the employees are in favour of the change.

As previously indicated, the order for the construction industry has introduced a new formula for paying construction workers for holidays. Hourly rated employees in the construction industry who do not work on any of the eight public holidays must now be given an amount equal to 3 per cent of their gross wages for the calendar year (exclusive of overtime). This lump sum payment is to be paid to the employees on December 31 in the calendar year in which the holidays occur; or upon the date of termination, whichever is earlier.

Construction workers who work on a public holiday are not only entitled to this lump sum payment, but must also be paid an additional sum equal to one and one-half their regular rate for all time worked. This last amount is to be paid in the pay period in which it is earned.

An option is also provided, permitting construction workers to choose between the new formula and the general holiday provisions. If a majority of the employees in a unit belong to a union, the employer and the union may agree in writing to be governed by section 6(a)(1) of Order 1 (the general order for cities). In such cases, hourly rated construction workers who do not work on any of the eight public holidays will be entitled to their regular wages for the day.

NATIONAL EMPLOYMENT SERVICE

Monthly Report of Placement Operations of the National Employment Service

Number of placements in April was 11.9 per cent higher than average for the month in previous five years. And four-month total up 4.7 per cent from total for comparable 1964 period

Placements of workers by local offices of the National Employment Service during April numbered 94,700. This was 9.3 per cent lower than the total in April 1964 (which had two more working days than April this year) but was 11.9 per cent higher than the average number of placements for April during the previous five years.

The regional distribution of April placements, and the percentage change from April 1964 were:

Atlantic	6,800	+ 0.9
Quebec	29,600	-16.4
Ontario	30,200	- 9.8
Prairie	18,000	- 5.2
Pacific	10,100	+ 3.7
CANADA	94,700	- 9.3

Regular placements (those with an anticipated duration of more than six working days) totalled 71,600, a decrease of 8.9 per cent from the total in April 1964; but the proportion of regular placements to all placements was fractionally higher than in April 1964.

Cumulative placement totals, January to April, amounted to 334,300, an increase of 4.7 per cent over the total for the same period in 1964.

The regional distribution of the cumulative totals, and the percentage change from 1964, were:

Atlantic	23,200	+ 5.3
Quebec	102,100	- 2.1
Ontario	114,300	+ 5.7
Prairie	58,000	+ 5.6
Pacific	36,600	+22.9
CANADA	334,300*	+ 4.7

Male placements amounted to 67,700 during April, a decrease of 9.8 per cent from the number in April 1964. Although fewer male placements were effected in all regions except the Pacific, the largest reduction was in Quebec; this is attributed, in part, to the particularly large demand in Quebec a year ago for workers under the Municipal Winter Works Incentive Program.

Regional distribution of the male placements and the percentage changes from 1964 were:

Atlantic	4,700	- 4.0
Quebec	22,700	-18.0
Ontario	20,800	- 8.6
Prairie	12,600	- 4.8
Pacific	7,000	+ 6.2
CANADA	67,700*	- 9.8

Female placements in April totalled 27,000, a decrease of 7.9 per cent from 1964. All regions except the Atlantic recorded decreases.

The cumulative total of women's placements during January-April 1965 amounted to 100,900, an increase of 0.3 per cent from the total in the same period in 1964. The regional distribution of female placements in April, and the percentage change from 1964, were:

Atlantic	2,200	+13.2
Quebec	7,000	-10.7
Ontario	9,400	-12.5
Prairie	5,400	- 6.0
Pacific	3,100	- 1.5
CANADA	27,000	- 7.9*

Placements requiring the movement of workers from one area to another totalled 3,200 during April. This was a decrease of almost 700 from the total in April 1964, and such transfers were a fractionally lower proportion of total placements than in April 1964.

Transfers-out, by region, were:

Atlantic	300
Quebec	900
Ontario	1,000
Prairie	500
Pacific	600
CANADA*	3,200

Employers notified NES local offices of 131,600 vacancies during April. This was a decrease of 5.2 per cent from the total in April 1964 but an increase of 18.8 per cent over the average for the month of April during the previous five years.

Fewer vacancies than in April 1964 were reported for both male and female workers. The total of 89,200 for men was 6.4 per cent lower, and the total of 42,400 for women was 2.7 per cent lower than the total during April last year.

The cumulative total of vacancies, January to April, inclusive, was 450,200. This was an increase of 6.1 per cent from the total for the corresponding period in 1964 and was the largest number reported in any comparable four-month period since 1947.

* Imbalances due to rounding.

Monthly Report on Operation of the Unemployment Insurance Act

Total of claimants for unemployment insurance benefit at end of March was lower by 10 per cent than total one year earlier and was the lowest total for the month of March since 1956

Claimants for unemployment insurance benefit on March 31 numbered 539,000, which was about 60,000, or 10 per cent, fewer than the total of 597,300 a year earlier. Most of the improvement was among male claimants.

The present figure is the lowest for March since 1956, when there were 511,000 on claim.

Claimants for seasonal benefit numbered 161,100 on March 31, in comparison with 176,800 on the same date in 1964. All of the year-to-year decline was accounted for by the reduction in the number of male claimants.

Claimants for regular benefit also declined, from 420,500 at the end of March last year to about 378,000 on March 31 this year. Males claiming regular benefit totalled 40,000 fewer, and there was a slight decrease in the number of female claimants.

The reduction in the number of both regular and seasonal benefit claimants this year compared with last is to be attributed to the generally higher level of activity that prevailed throughout the past winter, especially in parts of the economy, such as construction, that have provided a strong demand for male workers.

The claimant total on March 31 was 20,000 below that at the end of February; the numbers of both males and females declined. A decrease of 33,000 in the total of regular claimants was partly offset by an increase of 13,000 in the number of seasonal claimants.

This latter increase is associated with the transition from regular to seasonal benefit as claimants exhaust the former, and are re-considered for an extension of benefit under the seasonal benefit provisions. On March 31, those classified as seasonal benefit claimants made up 30 per cent of the total.

It is estimated that about 150,000 persons ceased to claim during March. Exhaustion of benefit is estimated to have accounted

for 30,000, and the remainder are presumed to have been recalled to work or to have found new jobs.

Initial and Renewal Claims

There were 183,200 initial and renewal claims during March—the same as a year earlier but some 23,000 more than in February. More than half of the increase during the month results from the greater number of transitional claims, which numbered about 46,000 in March in comparison with 32,000 in February. About three quarters of the March claims represented separations from employment during the month. In February, the proportion was 80 per cent.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries was estimated at 470,700 for March, 454,800 for February and 537,800 for March 1964.

Benefit payments amounted to \$55,600,000 in March, \$45,300,000 in February and \$53,600,000 in March 1964.

The average weekly payment was \$24.86 in March, \$24.92 in February and \$24.90 in March 1964.

Insurance Registrations

On March 31, insurance books or contribution cards had been issued to 5,159,519 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1964.

On the same date, registered employers numbered 340,888, a decrease of 155 since February 28.

Enforcement Statistics

During March, 11,228 investigations were conducted by enforcement officers across Canada. Of these, 7,750 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 593 were miscellaneous investigations. The remaining 2,885 were investigations in connection with claimants suspected of making false statements to obtain benefits.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Prosecutions were begun in 291 cases, 124 against employers and 167 against claimants.* Punitive disqualifications as a result of false statement or misrepresentations by claimants numbered 967.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in March totalled \$29,627,-

699.19,† compared with \$30,087,356.44 in February, and \$32,724,283.25 in March 1964.

Benefits paid in March totalled \$55,585,-596.67,† compared with \$45,332,816.35 in February, and \$53,540,883.15 in March 1964.

The balance in the Fund on March 31 was \$34,593,288.88,† on February 28 it was \$60,551,186.36, and on March 31, 1964, it was \$874,880.11.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2455, December 4, 1964

Summary of the Main Facts: The claimant and the others concerned in this appeal were employed as train crews by The Cumberland Railway Company, Sydney and Louisburg Division, Glace Bay, N.S., the claimant's occupation being that of a locomotive fireman.

The crews were assigned by the railway company to switching service which required them to move empty and loaded coal cars at the collieries of the Dominion Coal Company Limited, Sydney, N.S.

A stoppage of work attributable to a labour dispute between the Dominion Coal Company Limited, Sydney, and the Canadian Brotherhood of Railway, Transport and General Workers, Local 509, took place at 8.00 a.m., on March 23, 1964, when employees of the coal company who were members of Local 509 refused to begin work and established picket lines at the company's premises. According to the record, two other locals of that Brotherhood, viz., 504 and 510, also composed of Dominion Coal Company employees, later joined members of local 509 on the picket lines.

On March 23, 1964, and thereafter, train crews of The Cumberland Railway Company who were members of Lodge 684 of the Brotherhood of Railroad Trainmen and Lodge 717 of the Brotherhood of Locomotive Firemen and Enginemen refrained from running their trains across the picket lines. As a result, coal rapidly piled up in the yards and, as there was no place to store the coal, production in all pits soon came to a halt. The record also reveals that members of District 26 of the United Mine Workers refused to respect the picket lines and continued working until all collieries were obliged to cease work because of lack of coal cars.

The insurance officer disqualified the claimant and suspended benefit from March 22, 1964 to April 4, 1964, inclusive, on the ground that he had lost his employment by reason of a stoppage of work attributable to a labour dispute at the premises at which he was employed (section 63 of the Act). It appears that the strike was settled on April 4, 1964, and that a complete resumption of work took place at 7.00 a.m., on April 6, 1964.

The claimant appealed to a board of referees and contended that section 63(1) of the Act did not apply in his case.

The insurance officer reviewed the case but was of the opinion that no change should be made in his original decision. In reaching this conclusion, he took note of the jurisprudence established in the Umpire's decisions CUBs 862 (L.G. 1953, p. 119), 981, 1201, 1623 (L.G. 1959, p. 507) and 1533.

The unanimous decision of the board of referees which heard the case in Sydney, N.S., on June 10, 1964 reads:

... On 23 March 1964, certain members of Lodge 717 whose names are on the nominal roll attached herewith refused to cross picket lines set up by Local 509, C.B. of R.T. & G.W. At the time they refused to cross the said picket lines, there was a collective agreement in force between their local and their employer which set forth the conditions of employment. The company asked the members of Lodge 717 to honour their collective agreement and they refused to do so. It has been argued that there was no direct intervention between Lodge 717 in the said labour dispute. However, we find as a fact that the members of Lodge 717 acted collectively in this matter.

The board finds that there was a breach of contract between members of Local 717 by their failure to honour their collective agreement by their refusal to cross the picket lines referred to in the statement of facts herein. There is no question that because of their action, they precipitated a speedy settlement of the dispute. There is no question that they lost their employment by reason of a stoppage of work

† All figures for March 1965 are taken from an interim statement, and are subject to amendment.

* These do not necessarily relate to the investigations conducted during this period.

attributable to a labour dispute. There is nothing in the constitution of Local 717 to prevent them crossing the said picket lines.

It has been argued that the cases of members on call (including the claimant herein) can be checked in a different light than those members who refused to cross picket lines, the theory being that there is no evidence that these men refused to cross the said picket lines. It is submitted that there is no merit in this contention as it is well-established jurisprudence that a labour dispute operates as a dragnet and involves all members of the union in the dispute. Little weight has been given to the statement of [the claimant] when he says: "I did not see any picket lines. I would decide whether to cross a picket line when I came to one."

By their refusal to cross the said picket lines, the claimant and those named on the nominal roll attached to the submission clearly lost their employment by reason of a stoppage of work attributable to a labour dispute at the premises at which he was employed.

The appeal of the claimant and those named on the nominal roll attached herewith is not allowed.

... The claimant lost his employment by reason of a stoppage of work attributable to a labour dispute at the premises at which he was employed. The claimant has not shown entitlement to relief from the disqualification under section 63(2) of the Unemployment Insurance Act.

The Brotherhood of Locomotive Firemen and Enginemen, Lodge 717, of which the claimant is a member, appealed to the Umpire on August 3, 1964. The appeal, signed by the General Chairman of the Lodge, reads:

The decision states: "The claimant lost his employment by reason of a stoppage of work attributed to a labour dispute at the premises at which he was employed." This is not so because there was no labour dispute with his employer, the Cumberland Railway Company (Sydney & Louisburg Division). Section 63, para (3) of the Unemployment Insurance Act states: "Where separate branches of work that are commonly carried on as separate departments on the same premises, each department shall, for the purpose of this section, be deemed to be a separate factory or workshop." I believe that this section should clear us from the category of a labour dispute at the premises at which we were employed. Further, the dispute was between the Dominion Coal Company and the Brotherhood of Railway, Transport & General Workers, Local 509, and we had no direct interest with either party to the dispute.

Because we had no clause in our collective agreement stating that we must pass a picket line, we believe it to be a change in working conditions and therefore the responsibility of our employer to have said pickets removed from the right of way. An attempt to do this was made by our employer through the medium of a court injunction. This attempt failed. Had this action been successful, we could have carried on our duties without interference. Now, because Art. 10, sec. 2, para (f) of our constitution states: "Where a picket line is established by any nationally recognized labor organization our members will not be required to pass through such picket line." And section 60, para (1), Unemployment Insurance Act, states: "An insured person is disqualified from receiving benefit if he lost his employment by reason of his own misconduct or if he voluntarily left his employment without just cause."

Para (2) "For the purposes of this section, loss of employment by reason of misconduct does not include loss of employment on account of membership in, or lawful activity connected with any association, organization or union of workers."

Because honoring a picket line is a lawful activity of our union, we feel we are being done an injustice by being disqualified under section 63 because there was no dispute with our employer.

The decision further states: "The claimant has not shown entitlement to relief from the disqualification under section 63(2) of the Unemployment Insurance Act." Enclosed is an affidavit signed by [the claimant] stating that he did not participate in, finance, or was he directly interested in the dispute that caused the stoppage of work. I feel that this is sufficient proof to relieve him of his disqualification . . .

A statutory declaration by the claimant, dated August 19, 1964, reads:

I . . . do solemnly declare:

1. That on March 23, 1964, the day when the strike of the Canadian Brotherhood of Railway, Transport and General Workers began, I was not called out for work;

2. That on the next day, March 24, 1964, I was called out for work as Locomotive Fireman and my shift on that occasion lasted for ten hours and that I worked on that day irrespective of the strike situation;

3. That it was my full and absolute intention to continue to work at all times when called upon to do so and regardless of the strike situation, but that I did not receive any call to go to work for the remainder of the strike;

4. That under the provisions of the Unemployment Insurance Act, I find that I have been disqualified for the period beginning March 22, 1964, and lasting until April 4, 1964, it being alleged that I participated in, financed, or was interested in the outcome of the strike;

5. That I positively state I did not participate in, finance, or was directly interested in the labour dispute that brought on the strike;

6. That I do not belong to a grade or class of workers that immediately before the commencement of the stoppage included members who were employed at the premises at which the stoppage was taking place or were participating in, or financing, or being directly interested in the dispute;

7. That on the 24th of March 1964, I attended to my duties as I have always done in the past and that it was my full intention to continue to carry out my duties at all times in the future, and that I was available and ready to work every day during the continuance of the strike and that my failure to work was in no way attributable to any act or word on my part;

8. That I consider myself aggrieved by the disqualification that was imposed upon me which prevents me from obtaining the unemployment insurance to which I consider myself fully and justly entitled.

In a statement of observations dated October 20, 1964, for consideration by the Umpire, the Chief of the Adjudication Division of the Unemployment Insurance Commission said:

1. The claimant and the others represented in this appeal and listed in exhibit 8 were employed as train crews by the Cumberland Railway Company (Sydney and Louisburg Division).

Part of their duties required them to make pick ups of coal cars at the collieries of the Dominion Coal Company Ltd., Sydney, N.S.

2. There was a labour dispute and stoppage of work attributable thereto at the Dominion Coal Company Ltd. Such stoppage of work commenced at 8 a.m. on 23 March 1964, when the employees of the Dominion Coal Company Ltd., who were represented by the Canadian Brotherhood of Railway Transport and General Workers, Local 509, refused to commence work and established picket lines. This point has not been disputed.

3. The union in this appeal has brought up the question of separate premises under section 63(3). Whether or not the railway workers may be considered employed in premises separate from the colliery is immaterial.

4. The evidence on file establishes that employees of the Cumberland Railway Company refused to cross peaceful picket lines at 3.45 p.m. on 23 March 1964 and thereafter, and also refused to report for work when called to continue their normal duties, notwithstanding the fact that they were instructed to continue to work by their company. This sympathetic action of the railway employees caused in turn a complete halt in production in the coal pits. Furthermore, the evidence on file also indicates that this sympathetic action by the railway employees was collective action supported by the union . . .

5. The only conclusion that can be drawn from the collective action of the railway employees in refusing to cross the picket lines, or in refusing to report for work and continue their normal duties to service the pit yards is that they extended the existing dispute to the premises where the railway work had to be performed, or as an alternative, that they caused a fresh dispute in their own place of employment. In effect, the work involved was a normal part of the duties of the employees concerned and as such a condition of their employment, so that the dispute is a labour dispute within the meaning and intent of section 2(j) of the Act (CUB 1627) [L.G. 1959, p. 622].

6. An appreciable stoppage of work attributable to a labour dispute occurred at the premises where the railway work had to be performed, as the operations of the Cumberland Railway Company were curtailed in one of its integral parts when the employees refused to perform their normal duties in making pick ups of the coal cars at the collieries of the Dominion Coal Company Ltd. The loss of employment of the claimant and those represented in this appeal occurred by reason of this stoppage of work, as indicated by the fact that their work would have continued had it not been for such work stoppage (CUBs 1035 [L.G. 1954, p. 1031], 1142, 1201 [L.G. 1956, p. 200], 1522A, 1623 [L.G. 1959, p. 507] and 1627).

7. Under these circumstances, the claimants involved in this appeal are disqualified unless they prove the conditions of section 63(2) of the Act.

8. The railway occupations involved in this dispute are yard masters, conductors, brakemen, engineers and firemen (helpers). The employees who refused to cross the peaceful picket lines include the following firemen and engineers represented in the union's appeal: [13 names listed].

9. A number of firemen and engineers also listed in the union's appeal refused to report for work when called to serve the collieries as stated by the employer at Exhibit 4-1. The following list gives the names of the employees involved: [17 names listed].

10. On his application for benefit the claimant stated that he last worked on 24 March 1964. During the oral hearing the claimant stated that he usually worked five shifts weekly and in reply to a question as to the number of shifts lost by reason of the stoppage of work, the claimant stated that he had lost nine shifts and this during the two-week period the stoppage of work lasted. The union representative also stated that the loss of shifts was due to the stoppage of work.

11. The claimants involved in this appeal have not proved the absence of participation on their part or on the part of members of their grade or class of workers, and are consequently not relieved under section 63(2).

12. It is submitted that the board of referees made a correct assessment of the facts of this case and its decision, which is in accordance with the jurisprudence, should be maintained.

A. R. Gibbons, Vice-President and National Legislative Representative of the Brotherhood of Locomotive Firemen and Enginemen, submitted a statement of observations dated October 30, 1964, for consideration by the Umpire, wherein he said:

... 2. We contend that in respect of section 63(2)(a) the claimants in this case are not disqualified because they did not participate in, or finance, nor were they directly interested in the labour dispute that caused the stoppage of work.

3. The same contention applies to section 63(2)(b).

4. Section 63(3) is applicable in this case because the Railway operations are separate from Dominion Coal Company operations.

5. I respectfully submit that there was no collective action by the men involved, and certainly there is no evidence of support by the union. On the contrary, the decision as to whether or not one should cross a picket line is one that rests with each individual if and when he encounters a picket line. In weighing the pros and cons relative to taking a decision, the individual is not concerned or involved with the labour dispute that creates the picket line, but rather he is, and should be concerned with the possibility of retaliation, to himself by the pickets. The evidence clearly shows that [General Chairman, Lodge 717] advised the management that the decision would be up to each individual if and when he encountered a picket line.

6. I see nothing in the evidence that would permit the board of referees or the Chief, Adjudication Division to arrive at the conclusion that a concerted sympathetic action by the claimants occurred. Nor is there evidence of the claimants refusing to accept a call for duty. Rather, many of the men were not called for work by the railway company.

7. It is our contention that the onus of responsibility rested squarely on the management of the railway to have the picket line removed, so as to enable the claimants to proceed with their work. The existence of a picket line is sufficient cause for an individual to fear re-priming if he passes through it . . .

A letter dated October 31, 1964, in which the General Chairman of Lodge 717 made comments on some of the statements in some exhibits before the board of referees for use by A. R. Gibbons, Vice-President of the Brotherhood of Firemen and Enginemen, was submitted for the Umpire's attention.

Considerations and Conclusions: The board of referees found as a fact that the claimant and all the other employees of The Cumberland Railway Company who are involved in this appeal lost their employment by reason of the stoppage of work attributable to the labour dispute between the Dominion Coal Company Limited and some of its employees. All the claimants interested in this appeal who were employed at the premises of the Dominion Coal Company Limited are, therefore, subject to disqualification under section 63(1) of the Act unless they have proved, as required by subsection (2) of the said section, that no member of their class of workers was participating in the labour dispute in question.

The board of referees also found as a fact that some at least of the employees of The Cumberland Railway Company refused to cross the picket lines set up by the strikers, and there is abundant proof that those who, individually or collectively, refused to cross the picket lines did so of their own free will. There is not a bit of evidence in the record to suggest that the said picket lines were not peaceful ones.

According to the jurisprudence established by the Umpire in several decisions, some of which are mentioned in the statement of observations dated October 20, 1964, cited above, an employee's refusal to cross a peaceful picket line at the premises at which he was employed at the time of a stoppage of work amounts to participation in the labour dispute which caused the stoppage, in that it constitutes a voluntary withdrawal of his labour and is liable to add strength to the cause of one of the disputants.

In view of the foregoing, I consider that, in the instant case, all the claimants who, individually or collectively, refused to cross the picket lines in order to carry on with their work became participants in the labour dispute and were rightly disqualified pursuant to section 63(2)(a) of the Act. As to the other employees of The Cumberland Railway Company who, like the representative claimant, also lost their employment by reason of the stoppage of work due to the labour dispute in question, they are likewise subject to a disqualification pursuant to subsection (2)(b) of the aforementioned section inasmuch as, in the particular circumstances of their case, they must be held to have been members of the same class of workers as those who refused to cross the picket lines, i.e., members of train crews whose conditions of employment were governed by the same collective bargaining agreement.

I consequently decide to dismiss the Brotherhood's appeal.

Decision CUB 2460, January 8, 1965

Summary of the Main Facts: This is an appeal to the Umpire by Local 222 of the United Automobile Workers of America against the majority decision of a board of referees which upheld the decision of the insurance officer regarding the allocation of the holiday pay received by this claimant (his case has been selected to serve as a test case in respect of others) during a recognized holiday period at the claimant's place of employment.

The Chief of the Adjudication Division of the Unemployment Insurance Commission reported that the claimant had been employed as a press operator from August 1963 to June 26, 1964, when he was laid off due to a work shortage. He received holiday pay in the amount of \$148.43. Although work was again available for the claimant on July 6, 1964, according to the employer, he chose to take his annual vacation from July 6 to July 19 inclusive. The claimant's hourly rate of pay was \$2.77 per hour, and his normal work week was 40 hours.

In accordance with the provisions of section 57(1) of the Unemployment Insurance Act and Regulation 155(5), the insurance officer considered the claimant to be not unemployed in respect of the week commencing July 5, 1964, as the evidence revealed that his contract of service continued during that week and he received his usual remuneration in respect thereto. The insurance officer considered the claimant's usual remuneration to be \$110.80 per week.

In accordance with the provisions of Regulation 172, the insurance officer determined the amount of holiday pay received by the claimant in excess of \$110.80 (\$37.63) to be earnings and accordingly allocated these earnings to the week commencing July 12, 1964, in accordance with Regulation 173(6).

The union is not appealing the disqualification imposed under Regulation 155(5) for the week commencing July 5, 1964. It is, however, contending that the "usual remuneration for a full working week" referred to in that subsection should be interpreted as representing \$148.43. Before the board of referees it based this contention on the fact that during 1963 the claimant had been required to work considerable overtime and that such overtime pay should be taken into consideration in determining the claimant's "usual remuneration for a full working week."

Clause 7.07 of the Memorandum of Agreement between the company and the appellant union provides that a premium of 50 per cent shall be paid for hours worked in excess of 40 hours per week. Thus, it is recognized that when it is necessary to work longer

than the normal 40-hour week, time and one-half must be paid for the extra time worked over 40 hours during that week. The premium rate is, therefore, payable only under specific conditions and is not normal. The claimant's normal hourly rate is \$2.77 and his normal work week is 8 hours per day for 5 days a week, equalling 40 hours a week. The weekly rate of his usual normal earnings is, therefore, \$110.80.

The Chief of the Adjudication Division pointed out that in CUB 1790 the Umpire decided that the claimant's normal or full working week within the meaning of subsection (2) of Regulation 155 was 40 hours, irrespective of the fact that the claimant worked eight hours overtime each week. His decision reads in part as follows:

Therefore, even if it is the custom or rule that the employees of the claimant's grade must work more than 40 hours a week, it is also the custom or rule that the extra hours of work then give rise to the premium of 50%. Therefore, the custom and rule both take into account the distinction established between the working hours which constitute the normal or full working week and the extra hours of work.

The Chief of the Adjudication Division submitted that the insurance officer and the board were correct in determining that for the purpose of Regulation 155(5) the claimant's "usual remuneration" for the week of July 5 must be calculated on the basis of 40 hours at the normal rate of \$2.77 for a total of \$110.80, and that it follows that the vacation pay which he received in excess of \$110.80 must be allocated to another period.

In accordance with the provisions of Regulation 172(1) and following the guidance contained in CUBs 2305A and 2321 the insurance officer and the board of referees properly determined that the vacation pay received by the claimant in excess of \$110.80 was earnings and that that sum is properly allocated to the week of July 12, 1964, in accordance with the provisions of Regulation 173(6).

On September 23, 1964, the United Automobile Workers, Local 222, appealed to the Umpire, and requested an oral hearing, which was held on December 17, 1964.

During the hearing, the union representative submitted a written statement of observations, which reads:

The board of referees, in a majority decision, accepted the decision of the insurance officer, that Regulation 173(6) disqualified [the claimant] from unemployment insurance for the second week based on a 40-hour week. The minority report quite logically concludes the evidence submitted proved that in the year previous the employee worked considerably more than a 40-hour week.

Regulation 173(6) states: "Holiday pay or redeemable holiday stamps or credits shall be allocated to a number of consecutive weeks that will ensure that the claimant's earnings in each

such week, except the last, will be equal to the weekly rate of his usual normal earnings from his employer or former employer, and the first of such weeks shall be the first week contained wholly or partly in the claimant's holiday period."

Nowhere in the regulation does it state that 40 hours per week is a normal work week, nor does it exclude overtime in computing normal earnings. In fact, the laws of Ontario call a 48-hour week as a normal work week; whether premium pay for hours over 40 is involved is no concern of the Government. While the majority of the workers in Canada do not have the benefit of a union that can win a concession from the company on premium pay, the Unemployment Insurance Commission has no right to discriminate against workers who have won these concessions.

The companies, in their arguments with union, claim the contract between the company and union provides for 40 hours per week and overtime. And when the company schedules overtime, employees are obligated to work it, or be penalized. Several arbitration cases have been lost to the company in favour of the companies' position.

What are the facts in [this] case?

The employees of [the company] have averaged over 48 hours per week, during the year previous to model change over. [The claimant] earned, during the year 1963, \$6,254.76. During that year [his] lost time, from the regular scheduled hours, was some 90 hours. This would make it logical to assume that he also did not work all the overtime that was available, using the figures made available.

The insurance officer claims the normal work week is 40 hours, and [the claimant's] rate of pay was \$2.77 per hour. Taking out 40 hours vacation in a year, which is all he is entitled to contractually, would mean 40 hours times 51 weeks, or 2,040 hours times \$2.77, making, according to the insurance officer, the normal yearly earnings of \$5,650.80.

What were [claimant's] actual earnings? \$6,254.76, if you consider, on top of this, he had 90 lost time hours at \$2.77. Had he no lost time involved (which the other employees involved had not) his earnings for the year would have been \$6,505.06, or \$854.26 more than what the insurance officer considers normal.

It would appear that some logic, in these cases, must be used. What is more logical: to use the actual earnings of the employees involved, or the insurance officer's suggestion of what earnings should be used?

If we use the facts, we find the employees of [the company] averaged over 48 hours per week in the previous year, and this fact was given to the Unemployment Insurance Commission investigator, who had at least three meetings with the [company's] Industrial Relations Manager.

The Unemployment Insurance Commission officer says his normal pay would be 40 hours at \$2.77 or \$110.80 per week. The average hours per employee in [this company] was in excess of 48 hours per week. Using 48 hours as an average, the wage would be 52 times \$2.77, or \$144.04.

The contract between Local 222 U.A.W. and [the company] clearly states what vacation pay an employee will receive, and how much time allowed for vacation. Should the employee involved be off the length of time the U.I.C. officer states, according to his ruling, there would be a violation of the collective agreement.

The 1964 vacation pay, based on percentage of earnings, included several employees with vacation pay of over five hundred dollars

(\$500.00) and some over six hundred dollars (\$600.00). According to the U.I.C. officer's ruling, if an extended layoff occurred at the vacation period, the U.I.C. could exclude these employees from U.I.C. benefits for five to six weeks, whichever they decide.

We submit the evidence does not show a violation of Regulation 173(6), that the insurance officer violated the rights of the employee by not using the facts of Houdaille vacation plan, and actual earnings.

We propose the following facts be taken into consideration:

1. The contract specifically spells out how an employee earns vacation pay (example—claimant earned for 52 weeks, 40 hours per week, plus overtime, \$6,254.76, giving him an earned vacation pay of 2½% of the above earnings).

2. Claimant should not be penalized for the fact that the contract, negotiated by the union, gives him a higher vacation pay (based on 2½% of his earnings from 1-3 years seniority).

3. It must be taken into consideration, when adjudicating this claim, the union contract at [this company] is not a common contract which specifically states that after a certain number of hours worked in the year claimant is entitled to a specific amount of money or vacation. The contract [there] does not guarantee a vacation to anybody. This is one factor you must look at. Based on yearly earnings, claimant could have been on layoff during the year, worked no overtime, and conceivably receive less than fifty dollars (\$50.00).

The union contract is spelled out in the above manner. If the contract spelled out a guarantee of 40 hours or 2½%, whichever is greater, the U.I.C. would have some argument.

In view of these facts, we request [that] the appeal . . . be granted. . . .

Considerations and Conclusions: According to part 7.01 of the bargaining agreement in force between the company and the union, the "normal work week" for the employees of the claimants' grade or class "will consist of forty hours".

Subsection (6) of Regulation 173 unequivocally provides that the allocation of a claimant's holiday pay shall be made on the basis "of the weekly rate of his usual normal earnings." Therefore, in view of the word "normal," such allocation cannot be on the basis of a claimant's usual earnings only as would be the case if the union's contentions were upheld regarding the claimants involved in the present case.

In view of the foregoing, I consider that the majority decision of the board of referees should be confirmed.

I consequently decide to dismiss the union's appeal.

First-Quarter Increase in Old Age Assistance Recipients

The number of Canadians receiving old age assistance, and the number receiving a disabled person allowance both increased in the first quarter of 1965, the Department of National Health and Welfare reported last month. But the number receiving a blind person allowance decreased.

Old Age Assistance—The number of persons in Canada receiving assistance under the Old Age Assistance Act increased from 107,174 at December 31, 1964, to 107,354 at March 31, 1965.

The federal Government's contributions under the federal-provincial scheme totalled \$11,275,001.62 for the quarter, compared with \$11,283,316.67 in the preceding quarter.

Federal expenditure for the fiscal year 1964-65 amounted to \$44,990,955.31, an increase of \$5,782,774.20 over the expenditure of \$39,208,181.11 in 1963-64.

At March 31, the average monthly assistance in the provinces and excluding the territories ranged from \$67.03 to \$72.41.

Disabled Persons Allowances—The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 52,849 at December 31, 1964, to 53,103 at March 31, 1965.

The federal Government's contributions under the federal-provincial scheme totalled \$5,882,766.65 for the quarter, compared with \$5,854,128.64 in the preceding quarter.

Federal expenditure for the fiscal year 1964-65 amounted to \$23,365,493.13, an increase of \$3,158,950.14 over the expenditure of \$20,206,542.99 in 1963-64.

At March 31, 1965, the average monthly allowance in the provinces and excluding the territories ranged from \$73.23 to \$74.63.

Blind Persons Allowances—The number of persons in Canada receiving allowances under the Blind Persons Act decreased from 8,631 at December 31, 1964 to 8,586 at March 31, 1965.

The federal Government's contributions under the federal-provincial scheme totalled \$1,404,311.56 for the quarter, compared with \$1,410,148.55 in the preceding quarter.

Federal expenditure for the fiscal year 1964-65 amounted to \$5,624,701.90, an increase of \$636,804.47 over the expenditure of \$4,987,897.43 in 1963-64.

At March 31, 1965, the average monthly allowance in the provinces and excluding the territories ranged from \$67.93 to \$74.10.

WAGE SCHEDULES

Wage Schedules Prepared and Contracts Awarded in April

Works of Construction, Remodelling, Repair or Demolition

During April the Department of Labour prepared 354 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 154 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 115 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in April for the manufacture of supplies and equipment were as follows:

<i>Department</i>	<i>No. of Contracts</i>	<i>Aggregate Amount</i>
Defence Production (March Report)	140	\$ 890,164.00
Defence Production (April Report)	113	1,696,435.00
Post Office	6	43,996.65
Public Works	1	7,255.66
Royal Canadian Mounted Police	2	100,575.68
Transport	4	32,678.90

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Labour Standards Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made in April

During April the sum of \$11,120.98 was collected from ten contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 262 workers concerned.

Contracts Containing Fair Wage Schedules Awarded in April

DEPARTMENT OF AGRICULTURE

Near *Outlook Sask*: Canada Iron Foundries Ltd, fabrication & installation of spillway gates & hoists, SSR dam project.

ATOMIC ENERGY OF CANADA LIMITED

Chalk River Ont: Murphy & Morrow Ltd, insulation & plaster work to computer bldg 508, nuclear laboratories; Canadian Tile & Mosaic Ltd, completion of terrazzo floors & glazed ceramic wall tiles, computer bldg 508, nuclear laboratories.

CENTRAL MORTGAGE AND HOUSING CORPORATION

Moncton N B: H E Carson & Sons Ltd, landscaping (planting & fencing) of units, FP 1/63. *Saint John N B*: Maritime Gardeners Ltd, landscaping (planting & fencing) of units, FP 5/63; Vincent Construction Co, installation of fire resistant ceiling in bldgs, Rockwood Court.

Montreal area Que: Plej Construction (63) Ltee, balcony decking replacement, Villerey Terrace; W Hofman & Sons, balcony decking replacement, Benny Farm; Girard & Caron Construction Ltee, balcony decking replacement, Le Domaine; W Wirtorczyk, balcony decking replacement, Bellerive apts; Belgo Construction, landscape maintenance at 10 housing projects; Dominion Landscapers Construction, landscape maintenance at seven housing projects; Greene Acres Sod Farms, landscape maintenance at two housing projects. *Montreal north Que*: P & G Floor Covering Reg'd, supply & installation of counter tops & floor covering.

Ville Jacques Cartier Que: Joe Malaket & Fils Inc, supply & installation of gas ranges, Jardin Bellerive. *Ville St Laurent Que*: Joe Malaket & Fils Inc, supply & installation of gas ranges, Place Benoit; General Steel Wares Ltd, supply & installation of electrical refrigerators, Place Benoit. *Ville St Michel Que*: Eloi Gagnon, installation of ceramic tile, Boulevard Pie IX apts.

Kitchener Ont: Central Painting & Decorating, exterior painting of Willowburg apts. *Ottawa Ont*: Roseboro Construction & Equipment Ltd, site improvement & planting for units, FP 3/63.

Saskatoon Sask: M L Henderson & A A Myers, landscaping (planting & fencing) of units, FP1/62.

In addition, this Corporation awarded 10 contracts containing the General Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Fort Frances Indian Agency Ont: Modern Plumbing & Heating, heating improvements, Fort Frances residential school. *Portage la Prairie Indian Agency Man*: Dauphin Fixtures Ltd, installation of dormitory washroom facilities & exterior fire escapes (phase 3), Birtle residential school. *File Hills Qu'Appelle Indian Agency Sask*: Union Electric Co Ltd, renovations to electrical system, Qu'Appelle residential school. *Edmonton Indian Agency Alta*: Dow & Scott Plumbing & Heating Ltd, supply & installation of domestic water heating system, Edmonton residential school.

Lesser Slave Lake Indian Agency Alta: Francis Kaliel, construction of road from Wabasca settlement to Wabasca reserve 166C. *Fraser Indian Agency B C*: Gordon Latham Ltd, boiler plant improvements, Mission residential school. *Terrace Indian Agency B C*: K Moore & Co Ltd, construction of power house, electrical distribution system & house wiring, New Aiyansh Village.

DEFENCE CONSTRUCTION (1951) LIMITED

Farnham Que: Roy Swimming Pools, construction of outdoor swimming pool, camp. *Camp Borden Ont:* Disher-Farrand Ltd, resurfacing of roads. *Centralia Ont:* Burnley Contracting Co Ltd, interior painting of barrack blocks. *Kingston Ont:* Industrial Electrical Contractors Ltd, renovation of electrical services in married quarters, Fort Henry Heights. *Near Toronto (Lakeview) Ont:* Toronto Building Cleaning & Tuckpointing Ltd, installation of aluminum windows & doors, warehouse 1, regional ordnance depot 15.

Gimli Man: Federal Joint Sealing Co of Canada Ltd, crack sealing of concrete tarmacs, RCAF station. *Calgary Alta:* Rusco Industries Alta Ltd, supply & installation of metal combination doors, Sarcee barracks; Pioneer Paving Ltd, asphalt surfacing of parking area & approach. *Nanaimo B C:* Hub City Paving & Construction Ltd, reconstruction & resurfacing of road, camp.

DEPARTMENT OF DEFENCE PRODUCTION

Summerside P E I: Schurman Construction Ltd, supply & installation of doors, jamb casings, etc, for jobsite, RCAF station; Schurman Construction Ltd, retiling floors in bldgs, RCAF station. *Dartmouth N S:* Dean's Nursery Ltd, replacement of trees, Shannon Park married quarters. *Halifax N S:* Alex L Grant, interior painting of bldg D 49, HMC Dockyard, naval garage, Isleville st.

Centralia Ont: Cardinal Painting & Decorating Co Ltd, interior painting of married quarters, RCAF station. *Kingston Ont:* Graves Bros Ltd, replacement of lavatory basins, RMC; Quintal & England Ltd, replacement of built-up roof & flashings, Barriefield camp. *Peterborough Ont:* Mortlock Construction (1963) Ltd, interior renovations & repainting of armoury.

Shilo Man: Hamilton & Jones Co Ltd, construction of radome tower, camp; Hay Decorating Co Ltd, exterior painting of garages, camp; Klean Rite Service, exterior painting of married quarters, camp; Zenith Paving Ltd, asphalt seal coating & sanding of compounds & parking areas, camp. *Winnipeg, Headingly, Transcona & Fort Whyte Man:* Twin Cities Painting & Building Cleaning Co Ltd, repairs to RCAF communication towers.

Saskatoon Sask: Nixon Plumbing & Heating Co Ltd, installation of gas-fired hot water boiler, airport. *Calgary Alta:* J F Burns Sand & Gravel Ltd, supply & tail spread gravel on roads, Sarcee camp; Penman's Weed Control Service, weed control for DND, Currie barracks area. *Edmonton Alta:* Jenkin's Painting & Decorating, repainting of bldgs, Griesbach barracks; Marshall Swim Pools Ltd, mudjacking steps & sidewalks of married quarters, Griesbach barracks.

Wainwright Alta: Russell Hanson Contracting Ltd, crushing, hauling & stock-piling gravel, camp. *Ladner B C:* Imperial Paving Ltd, repairing & seal coating asphalt roads, Vancouver wireless station; Standard Painters, exterior painting of bldgs, Vancouver wireless station.

In addition, this department awarded 40 contracts containing the General Fair Wages Clause.

(Catering Services)

Cornwallis N S: Canada Catering Co Ltd, catering at HMCS Cornwallis.

NATIONAL HARBOURS BOARD

Montreal Que: Universal Pipe Line Welding Ltd, construction of molasses pipeline at upstream end of Windmill Point basin.

POST OFFICE DEPARTMENT

This Department awarded two contracts containing the General Fair Wages Clause.

PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

London Ont: Valentine Enterprises Contracting Ltd, construction of Windermere & Stoneybrook pump stations & forcemains.

DEPARTMENT OF PUBLIC WORKS

Brigus Nfld: William A Trask Ltd, wharf reconstruction. *Grand Bank Nfld:* Cameron Contracting Ltd, breakwater repairs. *Grand Bruit Nfld:* Glen Construction Co Ltd, construction of wharf & holding unit. *Grate's Cove Nfld:* Benson Builders Ltd, wharf repairs. *Caplin Cove (Hant's Harbour) Nfld:* Peter Collins & Hubert Wilkins, slipway repairs. *Harbour Main Nfld:* Joseph E Moore, construction of post office bldg. *Islington Nfld:* Glen Construction Ltd, construction of wharf & holding unit. *Lead Cove Nfld:* Peter Collins & Hubert Wilkins, slipway repairs.

Little Bay (La Poile) Nfld: J J Hussey Ltd, construction of wharf & holding unit. *Lower Island Cove (South) Nfld:* Quinlan Bros Ltd, wharf repairs; Power Construction Ltd, slipway repairs. *New Melbourne (Indian Point) Nfld:* H Drover & Co Ltd, slipway repairs. *Old Perlican Nfld:* Avalon Construction & Engineering Co Ltd, slipway repairs. *Pass Island Nfld:* H Drover & Co Ltd, landing wharf reconstruction. *St John's Nfld:* William Lovelace Ltd, interior & exterior repairs, painting & cleaning, post office bldg. *Sibley's Cove Nfld:* A Spurrell Ltd, slipway repairs.

Brae Harbour P E I: Northumberland Construction Ltd, construction of retaining wall. *West Point P E I:* Morrison & McRae Ltd, harbour improvements. *Blockhouse N S:* Bluenose Construction Ltd, construction of post office bldg. *Eastern Passage N S:* Fisher & Miller Construction, construction of post office bldg. *Gabarus N S:* Charles E Hardy, addition to wavebreak.

Halifax N S: Streakless Window Services Ltd, cleaning windows of federal bldgs. *Lower Sandy Point N S:* Shelburne Contracting Ltd, construction of skidway. *New Waterford N S:* T C Gorman (Nova Scotia) Ltd, harbour improvements. *Port Hawkesbury N S:* Eastern Contracting Ltd, construction of federal bldg. *Port Philip N S:* Colin R MacDonald Ltd, wharf repairs. *Port Williams N S:* M L Wallace, construction of post office bldg.

Chockfish N B: Diamond Construction (1961) Ltd, breakwater repairs. *Saint John N B:* Mortimer Window Cleaning, cleaning windows of federal bldgs. *St Martins N B:* Star Construction Co Ltd, east breakwater repairs.

Coleraine Station Que: Philippe Bolduc & Leo Grenier, construction of post office bldg. *Grande Vallee Que:* Desmeules & Durette Enr, construction of post office bldg. *Havre aux Maisons (M I) Que:* Rene Langford, construction of landing. *Hull Que:* Beaudoin Construction Ltd, alterations to National Printing Bureau. *Indian Cove Que:* Emile Cloutier Enrg, wharf extension. *Middle Bay Que:* Theodose Pelletier, construction of landing pier.

Montreal Que: Allied Building Services (1962) Ltd, interior cleaning of postal terminal bldg, 715 Windsor st; Nation-Wide Interior & Maintenance Co Ltd, interior cleaning of National Revenue bldg. *Port Daniel Station Que:* Desmeules & Durette Enr, construction of post office bldg. *Quebec Que:* Mercury Maintenance Services Ltd, interior cleaning, Champlain Harbour Station, Wolfe's Cove.

Riviere a Claude Que: McMullen & Gagnon Inc, wharf extension. *St Ubald Que:* Andre Douville, construction of post office bldg. *St Urbain de Charlevoix Que:* Adolphe Bouchard, construction of post office bldg. *Ville LaSalle Que:* Dominion Landscapers Construction Ltd, interior cleaning of postal station "Ville LaSalle". *Wolfe Bay Que:* Theodose Pelletier, construction of landing pier.

Amherstburg Ont: Dean Construction Co Ltd, reconstruction of wall & dredging for Dept of Transport slip. *Hamilton Ont:* Ruliff Grass Construction Co Ltd, harbour improvements (wharf repairs to terminal 1). *Ottawa Ont:* A Lanctot Construction Co Ltd, alterations to third, sixth & seventh floors of Kenson bldg, 225 Metcalfe St; Paul Desloges, repairs to fence, Parliament Hill; Robert Construction Co (Ottawa) Ltd, alterations to sixth & ninth floors, Justice bldg; R E Ferguson Ltd, lighting improvement in basement file storage area, Veterans Affairs bldg; Allied Building Services (1962) Ltd, interior cleaning, etc, Trade & Commerce bldg. *Ottawa Ont & Hull Que:* Sanco Ltd, cleaning windows of federal bldgs.

Port Arthur Ont: The J P Porter Co Ltd, harbour repairs & improvements, Lakehead. *Port Dover Ont:* George L Dillon Construction Ltd, repairs to west pier. *Trenton Ont:* Lightfoot Construction Ltd, installation of timber curb & repairs to launching ramp. *Wheatley Ont:* George L Dillon Construction Ltd, harbour improvements (timber wall & dredging).

Riding Mountain National Park Man: Freheit Construction Ltd, construction of Agassiz ski patrol bldg for Dept of Northern Affairs & National Resources. *Winnipeg Man:* Allied Building Services (1962) Ltd, interior cleaning of post office bldg. *Assiniboia Sask:* Bird Construction Co Ltd, additions & alterations to federal bldg. *Prince Albert Sask:* W A Brown, interior cleaning of immigration bldg. *Regina Sask:* City Cleaners Ltd, interior cleaning of Motherwell bldg.

Banff National Park Alta: I W Campbell Construction Ltd, grading, base course & bridges, motel access road, Lake Louise development. *Innisfail Alta:* Hornstrom Bros Construction Ltd, construction of RCMP dog training kennels, married quarters & garage. *Jasper National Park Alta:* Haddock's Landscape & Tree Service Ltd, slope seeding, mile 0-11.1, Jasper-Edmonton hwy & mile 0-9.5 Maligne Lake-Medicine Lake road.

Refuge Cove B C: D C D Piledriving Co Ltd, float extension. *Shoal Bay B C:* D C D Piledriving Co Ltd, float extension. *Fort Smith N W T:* Poole Engineering Co Ltd, grading culverts & base course, mile 97.5-158, Fort Smith hwy. *Tuktoyaktuk N W T:* Yukon Construction Co Ltd, construction of wharf. *Whitehorse Y T:* Erni's Garbage Collection, removal

& disposal of refuse along northwest hwy system; Wolf's Motor Winding, refrigeration equipment services, mile 101-456, northwest hwy system.

In addition, this Department awarded 44 contracts containing the General Fair Wages Clause.

THE ST LAWRENCE SEAWAY AUTHORITY

Beauharnois Que: Dominion Underwater Contractors Ltd, repair of erosion damage under approach walls of upper & lower locks. *Beauharnois & St Lambert Que:* Annett Chemicals Ltd, grouting locks. *St Lambert to Cote Ste Catherine Que:* Payette Construction Ltee, placing riprap along bank of south shore canal. *Port Colborne Ont:* R E Law Crushed Stone Ltd, construction of road & removal of approaches to temporary Bailey bridge across lock 8, Welland canal.

Thorold Ont: C A Pitts General Contractor Ltd, site excavation, east dock (stage 1); Dominion Bridge Co Ltd, supply & installation of sector gate operating machines for upper end of lock 7, Welland canal. *Welland Ont:* Dominion Bridge Co Ltd, structural & mechanical repairs & restoration of vertical lift bridge 18, Welland canal.

DEPARTMENT OF TRANSPORT

Gander Nfld: M & T Construction Co Ltd, alterations & renovations to signal centre bldg. Near *Trepassey Nfld:* Dosco Industries Ltd, erection of tower at Cape Race Loran "C". *Halifax N S:* Municipal Spraying & Contracting Ltd, construction of heating tunnel & steam main & drainage improvements, international airport. *Lockeport N S:* Mosher & Rawding Ltd, construction of receiving station, bldgs & services.

Sydney N S: Chappell's Ltd, renovations to bldgs to provide cadet accommodation & canteen facilities, Point Edward naval base, Canadian Coast Guard College. *Yarmouth N S:* Rodney Contractors Ltd, construction of pumphouse & water reservoir. *Moncton N B:* Hi-Lite Electric Ltd, rerouting cables & construction of power supply to air terminal bldg, airport.

Dorval Que: Arno Electric Ltd, replacement of high intensity lighting on approaches 06L & 10, Montreal international airport. *Montreal Que:* Dominion Landscapers Construction Ltd, maintenance of horticultural grounds & interior plantings, international airport. *Quebec Que:* Canadian Ice Machine Co, installation of air conditioning & related work, air terminal bldg.

Fort William Ont: Roseboro Construction & Equipment Ltd, landscaping development of air terminal area, Lakehead airport. *Malton Ont:* Frost Steel & Wire Co Ltd, construction of fence, Toronto international airport. *Winnipeg Man:* H J Funk & Sons Ltd, construction of sand storage bldg & related work, airport.

Saskatoon Sask: Plains City Electric Co, installation of condenser discharge threshold identification lights, runway 14, airport. *Port Hardy B C:* Western Paving Ltd, repaving runway 20-28, etc, airport. *Burwash Landing Y T:* D L Guthrie Construction, installation of pile foundations for a radio station.

In addition, this Department awarded 19 contracts containing the General Fair Wages Clause.

Manufacturers Profit on Sales Dollar 5.4 Cents in 1964

Profit on the manufacturers' sales dollar averaged 5.4 cents in 1964, the Canadian Manufacturers' Association reported last month. The figure was established as a result of the 17th annual survey conducted by the CMA among its member firms.

The figure for 1964 matched not only the profit of the previous year but also the average of all the years since the study was begun in 1949.

Of the 5.4 cents after-tax profit on each dollar of sales, 2.9 cents were retained in the business and 2.5 cents were for shareholder dividends. Federal and provincial taxes were equal to 4.0 cents on each dollar of sales.

The 935 companies that returned the questionnaire had net sales totalling \$13,658,495,000 and had, during their fiscal year, 524,932 men and women on their payrolls.

PRICE INDEXES

Consumer Price Index, May 1965

The consumer price index (1949=100) increased 0.2 per cent to 138.0 at the beginning of May from 137.7 in April. The May index was 2.2 per cent higher than the May 1964 index of 135.0.

Six of the seven main components showed increases during the month, ranging from 0.8 per cent for food to 0.1 per cent for housing. The clothing component declined 0.2 per cent.

The food index rose 0.8 per cent to 134.5 from 133.4. Higher prices were reported for a wide variety of items, including fresh and frozen fruits, most fresh vegetables, eggs, fats, beef and bacon. Prices were lower for fresh tomatoes and celery, orange juice, veal, chicken and smoked ham.

The housing index edged up 0.1 per cent, to 140.5 from 140.3, as a result of increases in both the shelter and household operation components. Both the rent and home-ownership components in shelter were slightly higher. In household operation, price increases for furniture, utensils and supplies outweighed decreases for floor coverings, and cotton and wool textiles.

The clothing index declined 0.2 per cent to 121.0 from 121.2 as a result of sales in men's and women's wear and cotton piece goods.

The transportation index advanced 0.6 per cent to 146.8 from 145.9, reflecting increases in train and plane fares, and higher local bus fares in Montreal. In automobile operation, increased prices for gasoline in some cities in eastern and central Canada and higher rates for automobile insurance in Saskatchewan were offset by lower prices for new cars.

The health and personal care index increased 0.3 per cent to 175.6 from 175.0. The personal care component rose 0.8 per cent as widespread increases were reported for men's haircuts and women's hairdressing, and personal care supplies moved up slightly. Lower prices for prescriptions were offset by increases in other pharmaceutical items in the health care component.

The recreation and reading index at 154.6 was 0.7 per cent higher than the April index of 153.5, primarily reflecting increases in motion picture admission in a number of cities. Slightly higher prices were reported for toys and bicycles.

The tobacco and alcohol index moved up 0.5 per cent to 122.5 from 121.9. Price increases for cigarettes and cigarette tobacco in two provinces moved the tobacco com-

ponent. The component for alcoholic beverages was unchanged.

Group indexes one year earlier (May 1964) were: food 131.2, housing 138.3, clothing 118.7, transportation 142.4, health and personal care 167.3, recreation and reading 151.5, tobacco and alcohol 120.2.

City Consumer Price Indexes, April 1965

Consumer price indexes (1949=100) between March and April 1965 rose in eight of the ten regional cities, declined in one and remained unchanged in one.

Movements ranged from an increase of 0.4 per cent in Halifax to a decrease of 0.2 per cent in Vancouver.

Food indexes were higher in five cities, lower in four and unchanged in one. Housing indexes moved up in five cities, down in two, and showed no change in three. Clothing indexes registered increases in eight cities and remained unchanged in two.

Transportation indexes decreased in four cities, increased in two, and remained constant in four.

Health and personal care indexes were higher in nine cities and unchanged in one. Indexes for recreation and reading rose in seven cities, fell in one, and remained unchanged in two. Tobacco and alcohol indexes were steady in nine cities and higher in one.

Regional consumer price index point changes between March and April were: Halifax +0.5 to 133.5; Montreal +0.4 to 136.8; Toronto +0.3 to 138.9; Saskatoon-Regina +0.3 to 131.1; Saint John +0.2 to 136.1; Ottawa +0.1 to 137.3; Winnipeg +0.1 to 134.8; Edmonton-Calgary +0.1 to 128.9; Vancouver -0.3 to 134.5. St. John's remained unchanged at 122.7*.

Wholesale Price Index, April 1965

Canada's general wholesale index (1935-39=100) rose to 247.6 in April, up 0.3 per cent from the March index of 246.8 and 0.8 per cent above the April 1964 index of 245.5.

Five of the eight major group indexes were higher in April and three were lower than in March.

The chemical products group index moved up 2.7 per cent to 200.6 from 195.4, the iron products group index advanced 1.7 per cent to 263.8 from 259.3, and the animal products group index rose 0.4 per cent to 256.5 from 255.5. Increases of 0.2 per cent or less occurred in vegetable products, to 219.2 from 218.8, and non-ferrous metals products, to 213.2 from 212.9.

* On base June 1951=100.

A drop of 0.9 per cent, to 190.8 from 192.5, occurred in the non-metallic minerals products group index. The textile products group index declined 0.4 per cent to 246.4 from 247.5, and the wood products group index eased to 333.3 from 333.7.

The index of Canadian farm product prices at terminal markets (1935-39=100) advanced 1.3 per cent to 228.8 from 225.9 in the three-week period ended April 23. The animal products index eased 0.3 per cent lower from 271.4 to 270.7. The field products index rose 3.7 per cent from 180.3 to 186.9.

The price index of residential building materials (1935-39=100) edged up 0.3 per cent in April to 341.7 from 340.8 in March; on the base 1949=100 it rose to 149.9 from 149.5.

The price index for non-residential building materials (1949=100) rose 0.8 per cent to 147.6 from 146.5.

U.S. Consumer Price Index, April 1965

The United States consumer price index (1957-59=100) rose to 109.3 in April from 109.0 in March, its largest increase in a single month since last July. A year ago in April the index was 107.8.

Increased prices for gasoline, fresh fruit and vegetables, and consumer services, especially medical, educational and household services, contributed most to the price rise.

Food prices were up by four-tenths of a point, apparel by three-tenths, transportation by four-tenths, and health services and recreation by five-tenths.

British Index of Retail Prices, March 1965

The British index of retail prices (Jan. 16, 1962=100) stood at 109.9 in mid-March, compared with 109.5 in mid-February and 105.2 in mid-March 1964.

Increases in the average prices of tomatoes, fresh green vegetables, and fresh fruit were partly offset by reductions in the average prices of eggs and bacon.

The index for the food group rose by about one-half of 1 per cent to 110.4, compared with 109.9 in February.

Increases of about one-half of 1 per cent were registered in fuel and light; transport and vehicles and the miscellaneous groups, and an increase of about 1 per cent in dry cleaning costs. The alcoholic drink group declined by nearly one-half of 1 per cent.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed by the LABOUR GAZETTE.

Annual Reports

1. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Working and Living Conditions in Canada*. 13th ed., May 1964. Prepared in consultation with the Dept. of Citizenship and Immigration. Ottawa, Queen's Printer, 1964. Pp. 92.

This publication is intended for those considering immigration to Canada and for those who want to know something about the country.

Contents: Population and Employment. Finding a Job. Persons in Business for Themselves. Wages, Salaries and Earnings. Working Conditions. Education and Training. Living Standards. Social Security and Insurance Services. Government. Immigrants and Immigration.

2. QUEBEC (PROVINCE). DEPARTMENT OF INDUSTRY AND COMMERCE. *Annual Report, 1964*. Quebec, 1965. Pp. [41]-75.

3. SASKATCHEWAN. DEPARTMENT OF LABOUR. *Twentieth Annual Report for the Twelve Months ended March 31, 1964*. Regina [1965?] Pp. 94.

4. NEW BRUNSWICK. DEPARTMENT OF LABOUR. *Annual Report [for the year ending March 31st, 1964]* Fredericton [1965] Pp. 91.

5. U.S. NATIONAL MEDIATION BOARD. *Thirtieth Annual Report, including the Report of the National Railroad Adjustment Board, for the Fiscal Year ended June 30, 1964*. Washington, GPO, 1964. Pp. 97.

Automation

6. KILLINGSWORTH, CHARLES C. *Automation, Jobs and Manpower*. East Lansing, School of Labor and Industrial Relations, Michigan State University [1963] Pp. 1461-1483.

Reprinted from *Nation's Manpower Revolution, Part 5, Hearings before the Subcommittee*

on Employment and Manpower, Senate Committee on Labor and Public Welfare, 88th Congress, First session.

7. LIPSTREU, OTIS. *Transition to Automation; a Study of People, Production, and Change*, by Otis Lipstreu and Kenneth A. Reed. Boulder, Colo., University of Colorado Press, 1964. Pp. 156.

Reports on a two-year study covering the transition period when automation was introduced in a large baking firm.

8. SULTAN, PAUL EDWARD. *The Skill Impact of Automation*, by Paul Sultan and Paul Prasow. Los Angeles, University of California, Institute of Industrial Relations, 1964. Pp. [542]-558.

Reprinted from *Exploring the Dimensions of the Manpower Revolution, Volume 1 of Selected Readings in Employment and Manpower*, compiled for the Subcommittee on Employment and Manpower of the Committee on Labor and Public Welfare, United States Senate, 1964.

Economic Conditions

9. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Business Outlook, 1965; a Discussion by the Conference Board Economic Forum and Guests held at . . . New York City, November 23, 1964*. New York, c 1964. Pp. 116.

The Economic Forum of the National Industrial Conference Board discussed prospects in 1965 for the following topics: the cyclical picture, retail trade, soft good industries, consumer durables, consumer services, construction, steel, government, balance of payments, prices and wages, and securities.

10. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Canada*. Paris, 1964. Pp. 35.

"Part I of this survey reviews the domestic situation and Part II the balance of payments. Part III discusses the policy measures taken over the last couple of years."

11. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Greece*. August 1964. Paris, 1964. Pp. 39.

Economic Policy

12. MEETING OF DIRECTORS OF OF TRAINING INSTITUTES IN THE FIELD OF ECONOMIC DEVELOPMENT. 1st, THE HAGUE, 1961. *Aspects of Training in Economic Development; Papers and Proceedings*. Paris, Organization for Economic Co-operation and Development, 1962. Pp. 116.

Meeting held at The Hague, September 11th-14th, 1961.

13. UNITED NATIONS. SECRETARY-GENERAL, 1961- (THANT). *Planning for Economic Development; Report of the*

Secretary-General transmitting the Study of a Group of Experts. New York, United Nations, 1963 [i.e. 1964] Pp. 156.

Contents: The Nature and Role of Planning. The Formulation of Plans. The Implementation of Plans. Organization and Management of Planning. National Plans and International Policies.

Education

14. LABOUR COLLEGE OF CANADA. *Report of the Second Term, May 8-July 31, 1964*. Montreal, 1964. Pp. [28]

15. MITCHENER, RALPH D. *First Degrees awarded by Canadian Universities and Colleges, projected to 1976/77*. Ottawa, Canadian Universities Foundation, 1964. Pp. 19.

Text in English and French.

Employment Management

16. INDUSTRIAL WELFARE SOCIETY. *The Manager's Responsibility for Communication*. [London, 1964] Pp. 33.

17. LUPTON, THOMAS. *Industrial Behaviour and Personnel Management*. London, Institute of Personnel Management, 1964. Pp. 59.

Suggests that the role of the personnel manager is changing and points out what the implication might be for his education and training.

Industrial Relations

18. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *New Challenges for Collective Bargaining*, by R. W. Fleming. Urbana, 1964. Pp. [426]-444.

Examines the effect of economic and technological change on collective bargaining.

19. KANNAPPAN, SUBBIAH. *Industrial Relations Problems in the Developing Indian Economy: the Task imposed by Competing Objectives*. East Lansing, School of Labor and Industrial Relations, Michigan State University, 1964. Pp. 13.

20. JOINT LABOUR-MANAGEMENT STUDY CONFERENCE, DALHOUSIE UNIVERSITY, HALIFAX. 1st, 1962. *Six-Point Labour-Management Agreement and Three Related Addresses; Joint Labour-Management Study Conference, November 20-21, 1962, held under the Auspices of Institute of Public Affairs, Dalhousie University*. Halifax, Institute of Public Affairs, Dalhousie University, 1962. Pp. 35.

Contains the text on a six-point agreement reached at a Joint Labour—Management Study Conference held at Dalhousie University and text of three addresses given at the Conference. The Conference brought together representatives of management and labour in Nova Scotia.

21. JOINT LABOUR-MANAGEMENT STUDY CONFERENCE, DALHOUSIE UNIVERSITY, HALIFAX. 2nd, 1963. *The Second Nova Scotia Labour-Management Agreement; Proceedings and Addresses, Joint Labour-Management Study Conference, November 18-19, 1963, held under Auspices of Institute of Public Affairs, Dalhousie University, and Brief of Joint Labour-Management Study Committee to Government of Nova Scotia, January 16, 1964.* Halifax, Institute of Public Affairs, Dalhousie University, 1964. Pp. 39.

22. SINGH, V. B., Ed. *Industrial Labour in India*, edited by V. B. Singh. [2d, rev. and enl. ed.] Bombay, New York, Asia Pub. House, 1963. Pp. 664.

This book contains essays by 25 experts on labour and industrial relations. The subject matter covered includes wage theories, social security, labour supply, labour welfare, industrial relations and industrial sociology.

Industry—Location

23. FRIEDMANN, JOHN, Ed. *Regional Development and Planning; a Reader*, edited by John Friedmann and William Alonso. Cambridge, Mass., M.I.T. Press, c 1964. Pp. 722.

24. U.S. AREA REDEVELOPMENT ADMINISTRATION. *Technical and Economic Feasibility of establishing a Hardwood Pulp and Paper Mill in an Eight-County Area of Western Kentucky.* Washington, GPO, 1964. 1 volume (various pagings)

Prepared under contract for the U.S. Area Redevelopment Administration by Spindletop Research Center, Lexington, Kentucky.

International Labour Organization

25. INTERNATIONAL CONFERENCE OF LABOUR STATISTICIANS. 9th, GENEVA, 1957. [Report] Geneva, International Labour Office, 1957. Pp. 114.

26. INTERNATIONAL LABOUR OFFICE. *The Employment of Young Persons in Underground Work in Mines of all Kinds.* Part 1. Fourth item on the agenda. Geneva, 1964. Pp. 50.

At head of title: Report 4(1). International Labour Conference, 49th session, 1965.

Part 1 contains proceeds of the 48th Session of the International Labour Conference relating to the employment of young persons in underground work in mines of all kinds, and proposed texts of conventions and recommendations on minimum age for admission of employment, medical fitness for employment, and conditions of employment.

27. INTERNATIONAL LABOUR OFFICE. *International Standard Classification of Occupations; Major, Minor and Unit Groups; Final Draft. Report prepared for the Ninth International Conference of Labor*

Statisticians, Geneva, April-May 1957. Second item on the agenda. Geneva, 1957. Pp. 142. Includes appendices I-VI.

Appendix VII: Draft definitions. Geneva, 1957. Pp. 126.

28. INTERNATIONAL LABOUR OFFICE. *Report of the Director-General [to the] Second African Regional Conference, Addis Ababa, 1964.* First item on the agenda. Geneva, 1964. Pp. 127.

At head of title: Report 1. International Labour Organization. Second African Regional Conference, Addis Ababa, 1964.

Labour Laws and Legislation

29. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Impact of the Equal Pay Act.* Washington, 1964. Pp. 5.

A brief examination of the Equal Pay Act of 1964 and its effect on pay, job evaluation, union contracts, and on women's promotion opportunities.

30. COMMERCE CLEARING HOUSE CANADIAN LIMITED. *Ontario Portable Pension Plan Legislation.* 3rd. ed. Don Mills, 1964. Pp. 45.

Explanation of the Pension Benefits Act, ch. 103, S.O. 1962-63, including amendments passed May 8, 1964, and regulation effective August 4, 1964.

31. DIX, DOROTHY KNIGHT. *Contracts of Employment in Relation to the Contracts of Employment Act, 1963.* London, Butterworths, 1963. Pp. 123.

Text of "Contracts of employment act 1963": p. 63-94.

The Contracts of Employment Act of 1963 is "primarily intended to give greater security to employees by laying down minimum periods of notice to terminate employment and by requiring employers to provide their employees with written statements setting out the main terms of the contracts of employment." This book comments on the provisions of the act.

32. U.S. BUREAU OF LABOR STANDARDS. *Federal Labor Laws and Programs, a Layman's Guide.* Washington, GPO, 1964. Pp. 180.

This bulletin summarizes the main provisions of important U.S. Federal labour laws and programs applicable to employees in private employment. The laws cover such fields as labour-management relations, wages and hours and working conditions, social security, employment security, workmen's compensation, job training and education, and veterans' re-employment and training.

Labour Organization

33. BLUM, ALBERT ALEXANDER. *The Prospects for Office Employee Unionization.* East Lansing, School of Labor and Industrial Relations, Michigan State University, 1964. Pp. 12.

An exposition of the author's comment, "... The prospects for the growth of white

collar unionism are, in truth, the prospects for the growth of American trade unionism."

34. BROOKS, THOMAS R. *Toil and Trouble; a History of American Labor*. Foreword by A. H. Raskin. New York, Delacorte Press; distributed by the Dial Press, 1964. Pp. 300.

A narrative history of the labour movement in U.S., concentrating mainly on the period prior to 1945.

35. HOBSBAWM, ERIC JOHN. *Labouring Men; Studies in the History of Labour*. London, Weidenfeld and Nicolson, 1964. Pp. 401.

The essays in this book cover the period from the late 18th century up to the First World War. The topics include labour conditions in Great Britain in the 19th century; trade unionism between 1889 and 1914; socialism in the 19th century, etc.

36. KERR, CLARK. *Labor and Management in Industrial Society*. Garden City, N.Y., Anchor Books, 1964. Pp. 372.

Consists of 13 essays written between 1953 and 1961 by the President of the University of California who is also Professor of Industrial Relations at the University. The essays fall under four headings: 1. Freedom of the Worker in the Union, in the Plant, and in the Economy; 2. Peace and War between Employers and Unions; 3. Progress, the Public Interest, and Labor-Management Relations; and, 4. Industrialism and the New Society.

37. ROBERTS, BENJAMIN CHARLES. *Labour in the Tropical Territories of the Commonwealth*. Durham, N.C., Duke University Press, 1964. Pp. 426.

Traces the growth of trade unions and the development of labour law, labour policy and administration, and industrial relations in the former colonies of the British Commonwealth: the West Indies, Africa, Aden, Mauritius, Malaya, Singapore, the Borneo territories, Hong Kong, and Fiji. The author is Professor of Industrial Relations at the London School of Economics.

38. SPECIAL RESEARCH SEMINAR ON COMPARATIVE LABOR MOVEMENTS, WASHINGTON, D.C., 1959-1960. *National Labor Movements in the Postwar World*. Edited by Everett M. Kassalow. [Evanston, Ill.] Northwestern University Press, 1963. Pp. 256.

"Papers presented during a two-year period at a seminar on Comparative Labor Movements sponsored by the National Institute of Labor Education."

Examines the role of the international trade union movement since the war, as well as trade unions in Norway, Belgium, France, Bolivia, Japan, and Africa.

39. TAFT, PHILIP. *Organized Labor in American History*. [1st ed.] New York, Harper & Row, 1964. Pp. 818.

The author, Professor of Economics at Brown University and a distinguished authority on the

American labour movement, has written a history covering the period from the beginning of the 18th century up to the present time.

40. VELIE, LESTER. *Labor U.S.A. Today*. New York, Harper & Row, 1964. Pp. 228.

This book provides brief biographies of the more important American trade union leaders, George Meany, Walter Reuther, James Hoffa, David Dubinsky, John L. Lewis, and others. It also examines the effect that automation has on union membership, the discrimination against Negro members of some trade unions, and the underworld infiltration into some unions.

41. WIDICK, B. J. *Labor Today; the Triumphs and Failures of Unionism in the United States*. Boston, Houghton Mifflin, 1964. Pp. 238.

The author has been a trade union organizer, official, shop steward, writer, and teacher. He writes about the effects of automation on employment; labour as "big business"; the drift towards compulsory arbitration and the effect of this on collective bargaining; the antipathy and poor regard many people feel towards unions; the disillusionment of intellectuals in the U.S.; and the decline in political power of American unions. The last part of the book contains profiles of James Hoffa, Walter Reuther, John L. Lewis, and George Meany.

Labouring Classes

42. ALLEN, DONNA. *Fringe Benefits: Wages or Social Obligation? An Analysis with Historical Perspectives from Paid Vacations*. Ithica, N.Y., Cornell University, 1964. Pp. 273.

Contents: Pt. 1. The Nature of Fringe Benefits. Pt. 2. Paid Vacations: Non-Wages to increase Productivity: The Management Phase, 1910-1940. Pt. 3. Paid Vacations in Transition: The War Period, 1941-1945. Pt. 4. Paid Vacations: Non-Wages to provide Social Benefit: The Postwar Years, 1946-1960. Pt. 5. Understanding Fringe Benefits.

43. *Assessing Organization Performance with Behavioral Measurements*. [Report prepared by Stanley E. Seashore] Ann Arbor, Mich., Foundation for Research on Human Behavior, 1964. Pp. 92.

Report of a meeting by the Foundation for Research on Human Behavior, held on May 16-17, 1963. Report of a seminar "held to exchange views and experiences among those who have been professionally engaged in programs for measuring the attitudes, morale, and behavior of employees and of management people."

44. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Sex Differences in Job Satisfaction*, by Charles L. Hulin and Patricia Cain Smith. Urbana, 1964. Pp. 88-92.

A report of an investigation of a sample of 295 male and 163 female workers in four plants who were interviewed to measure their job satisfaction with their work, pay, promotions, supervision, and fellow workers.

45. KORNBLUH, JOYCE L., Ed. *Rebel Voices, an I.W.W. Anthology*. Ann Arbor, University of Michigan Press, 1964. Pp. 419.

"This anthology is an attempt to bring together the history of the [Industrial Workers of the World] as told by the Wobblies themselves." The I.W.W. tried to bring about "one big industrial union which would abolish capitalism and the wage system and create a social order in which all good things of life would be meted out to workers with complete justice." This anthology contains material about the philosophy of One Big Union; the I.W.W. itinerants; the free speech campaigns; Joe Hill, the Wobbly writer and martyr; the 1912 Lawrence, Mass., textile strike; the Paterson, New Jersey, strike of 1913; prison experiences, etc.

46. LEWIS, WILLARD A. *Unemployment Compensation Law in Labor Disputes; Michigan compared with Seven Selected States, 1936-1964*. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1964. Pp. 63.

Discusses the labour dispute disqualification provision of the Michigan Employment Security Act and the judicial interpretations of that provision and compares it with provisions of other States.

47. MacDONALD, LOIS. *Controverted Cases, New York State Workmen's Compensation; the Relation of Controversion to the Rehabilitation of Injured Workers*, by Lois MacDonald and associates. With a foreword by Howard A. Rusk. Washington, U.S. Dept. of Health, Education and Welfare, Vocational Rehabilitation Administration, 1964. Pp. 116.

"A study under the auspices of the Labor Institute of New York University, supported in part by a research grant . . . from the Vocational Rehabilitation Administration . . ."

48. U.S. BUREAU OF APPRENTICESHIP AND TRAINING. *Joint Apprenticeship Committees and Training in New Processes for: Compositors, Composing Room Machinists, Mailers*. Washington, GPO, 1963. Pp. 26.

"Describes the scope and characteristics of joint labour-management apprenticeship committees and the extent of training in new process in which locals of the International Typographical Union participated during 1961."

49. U.S. BUREAU OF LABOR STANDARDS. . . . *A Guide to Community Efforts to improve Conditions for Agricultural Migrants* . . . Rev. ed. Washington, GPO, 1964. Pp. 14.

50. U.S. BUREAU OF LABOR STATISTICS. *Labor Law and Practice in Iran*. Washington, GPO, 1964. Pp. 63.

51. U.S. CONGRESS. SENATE. COMMITTEE ON THE JUDICIARY. *Relationship between Teamsters Union and Mine, Mill and Smelter Workers: Use of Tax-exempt Funds for Subversive Purposes*.

Report of the Subcommittee to Investigate the Administration of the Internal Security Act and Other Internal Security Laws. Washington, GPO, 1964. Pp. 102.

At head of title: 88th Cong. 2d sess. Committee print.

This report alleges that the International Union of Mine, Mill and Smelter Workers used tax-exempt money to pay the legal fees of union officers charged with violations of internal security and that it had obtained some defence funds from the Teamsters' Union.

52. WILENSKY, HAROLD L. *Varieties of Work Experience*. Berkeley, University of California, Institute of Industrial Relations, 1964. Pp. 125-154.

Management

53. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Building a Sound Distributor Organization; a Symposium*. New York, 1964. Pp. 93.

Contents: Key Elements in a Sound Distributor System. Getting Distributor Support for the Company's Products. Joint Benefits of a Distributor Council. Training Distributor Management. Training Distributor Salesmen.

54. PORTER, LYMAN W. *Job Attitudes in Management: Perceived Satisfaction and Importance of Needs*. Berkeley, University of California, Institute of Industrial Relations, 1964. 1 volume (various pagings)

The author has based his report on the results of a questionnaire sent out as part of a research program of the Institute of Industrial Relations of the University of California in Berkeley.

55. TATHAM, LAURA ESTHER. *The Efficiency Experts; an Impartial Survey of Management Consultancy*. London, Business Publications Ltd., 1964. Pp. 211.

The author, a journalist, examines what management consultants are, how they work and what they attempt to accomplish, and suggests ways in which it is possible to determine whether a consultant is likely to do a good job or not. Case histories are included.

Tripartite Technical Meeting on Timber Industry

International Labour Organization Tripartite Technical Meeting on the Timber Industry held at Geneva, 1958.

56. INTERNATIONAL LABOUR OFFICE. *Accident Prevention in the Timber Industry*. Second item on the agenda. Geneva, 1958. Pp. 109. Report 2.

57. INTERNATIONAL LABOUR OFFICE. *Background Report prepared [for the Tripartite Technical Meeting on the Timber Industry]* First item on the agenda. Geneva, 1958. Pp. 125. Report 1.

58. INTERNATIONAL LABOUR OFFICE. *Conditions of Work and Workers' Welfare in Logging Camps*. Third item on agenda. Geneva, 1958. Pp. 130. Report 3.

59. INTERNATIONAL LABOUR OFFICE. *Labour-Management Relations in the Timber Industry*. Fourth item on the agenda. Geneva, 1958. Pp. 105. Report 4.

Unemployment

60. BECKER, JOSEPH M., Ed. *In Aid of the Unemployed*. Baltimore, Johns Hopkins Press [c 1965] Pp. 317.

Describes the age, sex, geographic location, educational background and occupation of the unemployed, and provides information about unemployment insurance, the U.S. Employment Service, public works and work relief, area redevelopment, financial arrangements for the unemployed such as severance pay and early pensions. In conclusion, there are policy recommendations for seven aid programs, made by three experts in the study of unemployment.

61. BECKER, JOSEPH M. *Programs to aid the Unemployed in the 1960's*, by Joseph M. Becker, William Haber and Sar A. Levitan. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1965. Pp. 42.

An expanded version of the final chapter of "In aid of the unemployed", published in January 1965 by The Johns Hopkins Press.

Discusses three types of programs to aid the unemployed: 1. alleviative; 2. curative; and 3. both alleviative and curative. Alleviative programs include unemployment insurance and private industry plans, such as supplemental unemployment benefits, etc. Curative programs include area redevelopment, public works, and vocational training. Programs both alleviative and curative include welfare programs and the Public Employment Service.

62. LEVITAN, SAR A. *Reducing Work-time as a Means to combat Unemployment*. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1964. Pp. 28.

"... Briefly reviews long-term trends in hours of work, the role that government and collective bargaining have played in reduction of hours, and major current proposals for shorter working hours."

63. U.S. BUREAU OF LABOR STATISTICS. *Case Studies of Displaced Workers; Experiences of Workers After Layoff*. Washington, GPO, 1964. Pp. 94.

Provides details of case studies conducted by the Bureau of Labor Statistics that examined the effects of plant shutdowns or large-scale layoffs on almost 3,000 employees who were laid off between July 1960 and June 1962.

Wages and Hours

64. EDELMAN, MURRAY JACOB. *The Politics of Wage-Price Decisions, 1946-1963: a Four-Country Analysis* [by] M. J. Edelman and R. W. Fleming. New York, American

Foundation on Automation and Employment, 1964. Pp. 177.

This resumé of a book with the same title to be published by the University of Illinois Press early in 1965, was prepared for the American Foundation on Automation and Employment. It discusses wage policies in Great Britain, West Germany, Italy, and the Netherlands.

65. U.S. BUREAU OF LABOR STATISTICS. *Employment and Earnings Statistics for the United States, 1909-64. Based on the 1957 Standard Industrial Classification*. Washington, GPO, 1964. Pp. 662.

Women

66. CANADA. WOMEN'S BUREAU. *Opportunities for continuing Education-II*. Ottawa, Canada Dept. of Labour, 1965. Pp. 17. Bulletin, No. 14, March 1965. This is intended as a supplement to information contained in Women's Bureau Bulletin Number 9, July 1963.

Contains brief descriptions of courses available to persons wishing to continue their education.

67. ELLMAN, EDGAR S. *Managing Women in Business*. Waterford, Conn., National Foremen's Institute, 1963. Pp. 155.

Partial Contents: Hiring the Right Woman for the Job. Training Women for Skill and Responsibility. Influencing and motivating Women Workers. Legal Controls on Employment of Women. How to get Better Work from Your Women Employees.

Miscellaneous

68. APTER, DAVID ERNEST. *Political Religion in the New Nations*. Berkeley, University of California, Institute of Industrial Relations, 1964. Pp. [57]-104.

69. CONFERENCE OF EUROPEAN STATISTICIANS. *Report of the Twelfth Plenary Session, 19-23 October, 1964*. New York, United Nations, 1964. Pp. 37, 5.

70. CORREA, HECTOR. *The Economics of Human Resources*. Amsterdam, North-Holland Pub. Co., 1963. Pp. 262.

"The study of the elements that influence the working capacity of human beings and their influence on production; that is, the analysis of human beings as factors of production, can be called the Economics of Human Resources." The author attempts "to give a systematic account for the Economics of Human Resources as a branch of Economic Science" and pays particular attention to "the Economics of Education".

71. DIAMOND, SIGMUND, Ed. *The Nation transformed; the Creation of an Industrial Society*. Selected and edited, with introd. and notes by Sigmund Diamond. New York, G. Braziller, 1963. Pp. 528.

A series of essays or excerpts from longer writings covering the social, economic and intellectual history of the U.S. from the Philadelphia Exposition of 1876 to the St. Louis Exposition of 1904.

72. MADGE, CHARLES. *Society in the Mind: Elements of Social Eidos*. New York, Free Press of Glencoe, 1964. Pp. 158.

The author, who is Professor of Social Science at the University of Birmingham (England), examines the ideas that people have about social institutions and activities in the world today.

73. POSTAN, MICHAEL MOISSEY. *Design and Development of Weapons; Studies in Government and Industrial Organization*, by M. M. Postan, D. Hay [and] J. D. Scott. London, HMSO, and Longmans, Green, 1964. Pp. 579.

History of the Second World War; United Kingdom civil series. A collection of essays examining aircraft, army weapons, radar, and scientific establishments in Great Britain during World War II.

74. REDDIN, WILLIAM J. *Successful Spending, Saving, and Investing: a Practical*

Guide for Canadians. Toronto, McGraw-Hill, 1964. Pp. 400.

This book tells consumers how to get the most value for their money. It covers such topics as saving, buying life insurance, investing in stocks and bonds, in mutual funds, and in real estate, buying a home, buying a car, how to avoid schemes and frauds, etc.

75. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *Industrialization and Productivity. Bulletin 8*. New York, United Nations, 1964. Pp. 70.

Contents: Evaluation of Projects in Centrally Planned Economics. The Dual Nature of Industrial Development in Japan. Plant Size and Economics of Scale. Aspects of the Design of Machinery Production during Economic Development, by Seymour Melman.

76. U.S. OFFICE OF LABOUR-MANAGEMENT AND WELFARE-PENSION REPORTS. *Employer and Consultant Reporting*. Washington, GPO, 1964. Pp. 13.

Unions in 10 Countries Boycott Ships Trading with Cuba

Labour organizations in 10 Latin American countries have joined United States dock and maritime unions in plans for a boycott of ships of nations that trade with Cuba. The boycott is being organized by an action committee of the Inter-American Regional Labor Organization (ORIT).

Plans are being made to tie up freighters trading with Cuba "at docks of all Western Hemisphere nations." The aim is to prevent such ships from trading with any other Latin American countries.

The boycott in U.S. ports was started by the International Longshoremen's Association.

Longshoremen in Venezuela began a boycott of freighters trading with Cuba last August, and they were unanimously supported by the International Transport Federation, which is affiliated to the International Confederation of Free Trade Unions.

The general assembly of ORIT in Mexico City in February also unanimously approved it. The AFL-CIO took part in the ORIT assembly and helped to draft the boycott plan for the organization, which claims 26,000,000 members from Canada to South America.

Since that time, nine other Latin American countries have joined the boycott or have signified their intention of doing so. They are: Panama, the Dominican Republic, Costa Rica, Argentina, Uruguay, Chile, Columbia, Peru and Brazil.

Secret plans are said to aim at a war of nerves—boycotts of selected ships in different ports, begun without warning—rather than strikes against all ships engaged in the trade.

According to ORIT, the boycott is having an effect. During the first quarter of this year, it says, 52 ships called in Cuban ports, compared with 88 in the same period of 1964.

When Fidel Castro seized power in Cuba, he crushed a strong Cuban labour movement. Union leaders in other Latin American countries are concerned about what would happen if Castro's movement gained control there.

In 1959, affiliates of the International Transport Workers Federation sponsored an international boycott against shipping flying "flags of convenience," ships that had transferred registry to Panama, Liberia, Honduras and Costa Rica to escape more stringent regulations in their home countries (L.G. 1959, p. 18).

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED MAY 22, 1965

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic	Quebec	Ontario	Prairies	British Columbia
The Labour Force.....	7,123	615	2,005	2,595	1,247	661
Men.....	5,056	449	1,436	1,809	892	470
Women.....	2,067	166	569	786	355	191
14-19 years.....	690	67	209	219	138	57
20-24 years.....	945	95	313	303	154	80
25-44 years.....	3,114	241	894	1,172	522	285
45-65 years.....	2,145	189	538	808	392	218
65 years and over.....	229	23	51	93	41	21
Employed.....	6,858	570	1,900	2,536	1,217	635
Men.....	4,844	408	1,352	1,766	867	451
Women.....	2,014	162	548	770	350	184
Agriculture.....	655	37	131	158	307	22
Non-agriculture.....	6,203	533	1,769	2,378	910	613
Paid workers.....	5,723	477	1,613	2,218	861	554
Men.....	3,933	333	1,122	1,514	577	387
Women.....	1,790	144	491	704	284	167
Unemployed.....	265	45	105	59	30	26
Men.....	212	41	84	43	25	19
Women.....	53	*	21	16	*	*
Persons not in labour force.....	5,963	653	1,783	1,997	960	570
Men.....	1,428	180	430	451	226	141
Women.....	4,535	473	1,353	1,546	734	429

*Less than 10,000.

**TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED
MAY 22, 1965, CANADA**

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over ⁽¹⁾	13,086	2,129	3,734	998	3,857	952	1,416
Labour force.....	7,123	690	3,612	867	1,060	665	229
Employed.....	6,858	629	3,507	808	1,045	649	220
Unemployed.....	265	61	105	59	15	16	*
Not in labour force.....	5,963	1,439	122	131	2,797	287	1,187
Participation rate ⁽²⁾							
1965, May 22.....	54.4	32.4	96.7	86.9	27.5	69.9	16.2
April 17.....	53.4	30.6	96.1	82.8	26.8	69.8	15.5
Unemployment rate ⁽³⁾							
1965, May 22.....	3.7	8.8	2.9	6.8	1.4	2.4	*
April 17.....	5.3	9.7	4.9	10.1	2.1	2.8	4.6

⁽¹⁾ Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

⁽²⁾ The Labour Force as a percentage of the population 14 years of age and over.

⁽³⁾ The unemployed as a percentage of the labour force.

* Less than 10,000.

TABLE A-3—UNEMPLOYED, WEEK ENDED MAY 22, 1965

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	May 1965	April 1965	May 1964 ⁽¹⁾
Total unemployed.....	265	371	293
On temporary layoff up to 30 days.....	15	26	12
Without work and seeking work.....	250	345	281
Seeking full-time work.....	235	330	263
Seeking part-time work.....	15	15	18
Seeking under 1 month.....	75	81	82
Seeking 1-3 months.....	79	111	83
Seeking 4-6 months.....	52	101	57
Seeking more than 6 months.....	44	52	59

⁽¹⁾ Due to the introduction of revised weighting factors in March 1965, small adjustments have been made to estimates published before that time. See D.B.S. report "The Labour Force, March 1965", page 8.

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY*

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ⁽¹⁾						Totals ⁽²⁾
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ⁽²⁾	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour income	
1960—Total.....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total.....	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
March.....	48.7	529.3	165.4							1,838.3
April.....	47.3	532.0	170.7							1,869.6
May.....	49.1	547.4	175.5	74.1	381.2	104.6	827.2	1,817.5	226.1	1,940.3
June.....	51.2	557.7	179.8							1,994.5
July.....	52.4	546.0	182.5							1,981.2
August.....	50.1	567.2	185.5	104.0	461.9	109.1	850.9	1,826.1	230.5	2,016.6
September.....	50.1	575.6	188.8							2,072.1
October.....	51.5	565.4	185.7							2,051.8
November.....	51.7	565.9	181.3	96.4	426.8	108.4	887.2	1,876.5	232.6	2,033.6
December.....	51.4	551.5	178.4							1,978.6
1965—										
January.....	52.4	566.1	181.9							1,991.0
February*.....	53.3	564.4	180.4	77.4	373.7	107.6	868.6	1,906.5	233.7	1,997.8
March†.....	54.1	582.3	178.2							2,031.9

Seasonally Adjusted

1960—Total.....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total.....	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
March.....	49.8	537.3	173.8							1,904.0
April.....	49.2	536.8	174.8							1,914.0
May.....	49.4	541.9	174.9	86.7	382.3	104.1	829.0	1,787.9	226.1	1,925.9
June.....	50.0	544.9	175.4							1,934.5
July.....	50.3	549.7	177.1							1,955.4
August.....	49.8	558.0	177.3	90.4	390.3	106.3	850.3	1,841.8	228.9	1,972.3
September.....	49.8	561.7	183.8							1,998.6
October.....	51.0	557.7	182.2							1,999.5
November.....	51.5	564.0	179.8	85.1	422.4	108.4	866.4	1,873.9	230.9	2,014.0
December.....	51.8	563.3	183.7							2,020.2
1965—										
January.....	53.0	578.5	185.9							2,063.0
February*.....	53.8	575.3	187.3	91.1	461.9	111.1	889.4	1,925.2	237.2	2,077.1
March†.....	54.9	590.7	187.3							2,106.2

⁽¹⁾Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

⁽²⁾Includes post office wages and salaries.

⁽³⁾Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at February 1965 employers in the principal non-agricultural industries reported a total employment of 3,095,638. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite ^[1]			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
Averages						
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960.....	118.7	176.5	75.83	109.5	177.8	78.19
1961.....	118.1	182.0	78.17	109.9	183.6	80.73
1962.....	121.5	187.6	80.59	113.3	189.2	83.17
1963.....	124.6	194.2	83.43	116.4	196.1	86.24
1964—						
February.....	123.0	199.6	85.74	117.7	202.4	88.98
March.....	123.5	198.5	85.27	118.4	202.0	88.82
April.....	124.6	201.0	87.33	118.6	203.9	89.66
May.....	129.1	202.0	86.80	121.4	204.8	90.05
June.....	133.4	201.6	86.62	124.2	204.1	89.73
July.....	134.0	202.0	86.76	122.6	202.7	89.11
August.....	136.4	203.0	87.19	126.4	203.9	89.65
September.....	136.2	204.8	88.00	126.3	207.0	91.01
October.....	134.7	205.9	88.47	123.6	207.3	91.15
November.....	134.7	204.7	87.94	124.4	206.8	90.91
December.....	131.2	199.1	85.53	121.8	201.6	88.66
1965—						
January*.....	129.4	207.7	89.21	122.5	201.3	92.46
February†.....	129.3	207.9	89.31	122.4	209.4	92.07

^[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

**TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES
AND SALARIES**

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Feb. 1965	Jan. 1965	Feb. 1964	Feb. 1965	Jan. 1965	Feb. 1964
				\$	\$	\$
Provinces						
Atlantic Region.....	106.1	106.8	103.6	76.46	75.45	72.70
Newfoundland.....	132.2	133.2	126.1	82.31	81.06	77.76
Prince Edward Island.....	118.2	118.4	109.7	65.07	64.24	62.47
Nova Scotia.....	96.6	97.2	94.5	74.39	73.89	71.40
New Brunswick.....	105.5	106.3	104.6	76.39	74.87	72.12
Quebec.....	128.4	128.4	121.6	86.76	86.54	83.24
Ontario.....	133.4	134.0	126.9	91.92	92.39	88.84
Prairie Region.....	136.2	136.4	129.8	86.01	85.26	82.38
Manitoba.....	113.1	114.0	110.2	81.07	80.20	78.80
Saskatchewan.....	125.6	125.4	120.2	84.20	83.69	80.73
Alberta (Including Northwest Territories).....	169.0	168.5	157.9	90.62	89.92	85.98
British Columbia (Including Yukon).....	124.5	122.9	118.0	99.08	98.34	93.52
Canada.....	129.3	129.4	123.0	89.31	89.21	85.74
Urban areas						
St. John's.....	145.2	145.2	138.9	68.03	67.68	64.36
Sydney.....	77.0	77.4	77.1	85.61	84.09	84.55
Halifax.....	133.7	132.5	130.6	76.72	77.38	73.49
Moncton.....	106.5	106.4	100.8	69.46	69.88	67.87
Saint John.....	114.6	112.9	114.8	79.06	74.35	71.26
Chicoutimi—Jonquiere.....	111.7	114.3	111.7	102.29	102.41	100.35
Quebec.....	127.7	127.5	121.1	75.72	76.06	73.01
Sherbrooke.....	118.8	120.1	115.6	75.44	74.69	72.74
Shawinigan.....	106.7	106.1	102.4	92.47	92.27	89.59
Three Rivers.....	117.2	117.1	114.6	79.55	80.69	78.46
Drummondville.....	98.4	97.0	91.5	71.70	72.62	68.98
Montreal.....	136.9	136.5	129.4	88.42	88.12	84.72
Ottawa—Hull.....	140.2	141.7	134.8	83.07	82.76	79.68
Kingston.....	137.0	136.2	127.7	83.21	92.44	83.57
Peterborough.....	109.1	109.0	102.2	95.59	95.67	93.17
Oshawa.....	249.3	247.2	223.3	116.70	126.38	109.45
Toronto.....	150.0	149.9	143.0	91.66	92.21	89.38
Hamilton.....	126.8	126.4	118.7	97.98	97.82	94.16
St. Catharines.....	130.6	129.4	119.0	108.09	108.80	101.15
Niagara Falls.....	101.5	99.3	92.9	92.77	94.29	86.66
Brantford.....	94.7	94.5	90.3	86.37	85.32	81.99
Guelph.....	141.6	139.9	131.2	83.54	82.11	78.59
Galt.....	129.2	128.7	128.7	81.04	81.68	77.14
Kitchener.....	151.8	152.2	143.7	81.16	81.48	79.09
Sudbury.....	140.8	140.6	123.8	100.86	100.00	95.11
Timmins.....	84.2	84.1	84.2	76.51	80.03	76.68
London.....	147.5	146.3	140.1	83.15	83.38	81.04
Sarnia.....	133.6	134.7	128.7	110.33	113.65	108.49
Windsor.....	75.3	91.7	81.7	93.12	92.25	96.40
Sault Ste. Marie.....	152.0	151.9	147.0	109.10	106.83	106.65
Fort William—Port Arthur.....	110.9	110.3	101.4	87.82	86.94	84.06
Winnipeg.....	115.9	117.1	112.9	77.88	77.01	75.89
Regina.....	149.6	149.0	144.0	81.39	81.23	79.38
Saskatoon.....	151.3	153.2	136.9	79.36	78.87	74.30
Edmonton.....	216.1	217.6	203.0	83.21	82.36	79.44
Calgary.....	198.6	197.4	180.0	88.72	87.65	84.45
Vancouver.....	127.2	126.1	120.6	96.30	96.12	91.40
Victoria.....	126.6	126.2	110.0	87.97	88.27	81.85

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Feb. 1965	Jan. 1965	Feb. 1964	Feb. 1965	Jan. 1965	Feb. 1964
				\$	\$	\$
Mining	118.7	116.7	113.3	110.23	110.46	106.14
Metal mining.....	134.1	132.0	124.6	109.30	109.29	105.01
Gold.....	60.0	60.3	64.1	88.44	88.93	86.80
Other metal.....	202.8	198.6	180.8	115.03	115.03	111.01
Fuels.....	89.8	88.1	88.7	116.44	117.66	113.05
Coal.....	37.7	36.5	39.3	80.11	85.06	83.20
Oil and natural gas.....	301.6	297.4	289.0	134.83	133.90	129.49
Non-metal.....	133.7	131.4	134.3	102.16	101.57	97.41
Manufacturing	122.4	122.5	117.7	92.07	92.46	88.98
Durable goods.....	131.8	132.6	124.9	99.36	99.98	95.75
Non-durable goods.....	114.5	114.1	111.6	85.04	85.15	82.65
Food and beverages.....	109.4	109.2	107.1	81.69	81.60	78.96
Meat products.....	133.8	135.7	129.8	87.79	88.98	84.63
Canned and preserved fruits and vegetables.....	89.6	89.8	84.9	73.69	74.17	70.96
Grain mill products.....	91.0	90.0	95.9	91.25	90.49	87.40
Bread and other bakery products.....	112.0	111.3	110.1	76.13	76.43	74.06
Distilled and malt liquors.....	93.5	92.1	91.7	112.74	114.02	109.94
Tobacco and tobacco products.....	104.8	105.4	99.9	82.27	85.29	79.32
Rubber products.....	120.6	120.6	115.9	94.20	94.11	91.20
Leather products.....	90.0	89.7	90.2	62.66	63.08	61.44
Boots and shoes (except rubber).....	92.0	91.7	94.9	61.06	61.54	59.69
Other leather products.....	86.5	86.1	81.5	65.73	66.03	65.15
Textile products (except clothing).....	90.7	90.4	88.6	73.14	74.35	71.23
Cotton yarn and broad woven goods.....	77.4	77.8	76.9	71.67	71.19	68.86
Woollen goods.....	62.9	62.3	65.7	67.51	67.84	65.06
Synthetic textiles and silk.....	117.5	116.4	105.5	78.16	82.62	77.99
Clothing (textile and fur).....	102.9	101.8	100.5	57.82	57.48	57.11
Men's clothing.....	108.7	108.1	104.7	56.56	56.42	55.82
Women's clothing.....	116.5	113.9	113.4	59.37	58.55	59.44
Knit goods.....	78.9	78.2	75.2	58.05	58.20	56.18
Wood Products.....	114.3	113.8	113.5	81.01	81.07	77.61
Saw and planing mills.....	115.6	115.4	117.1	84.58	84.95	80.42
Furniture.....	128.9	127.9	122.0	76.09	75.51	74.08
Other wood products.....	79.1	78.2	78.2	69.88	69.44	67.80
Paper products.....	131.3	131.5	126.2	105.91	105.95	102.86
Pulp and paper mills.....	129.6	129.6	125.6	114.45	114.72	110.83
Other paper products.....	135.3	135.9	127.5	86.61	86.23	84.01
Printing, publishing and allied industries.....	128.0	127.0	126.4	100.05	99.01	96.90
Iron and steel products.....	126.0	125.7	116.5	103.10	103.34	100.11
Agricultural implements.....	77.6	75.5	73.4	109.25	105.83	107.29
Fabricated and structural steel.....	167.7	168.0	142.3	103.15	103.81	101.44
Hardware and tools.....	133.0	132.7	122.0	90.44	92.04	88.25
Heating and cooking appliances.....	112.7	111.2	109.8	88.19	89.62	87.06
Iron castings.....	108.4	113.2	106.1	100.25	100.19	96.49
Machinery, industrial.....	154.6	153.3	137.8	100.37	100.17	96.95
Primary iron and steel.....	147.3	145.1	134.5	117.56	117.71	113.44
Sheet metal products.....	120.8	121.0	116.0	98.07	98.54	96.21
Wire and wire products.....	136.5	136.1	122.0	100.53	102.33	99.85
Transportation equipment.....	131.2	136.2	125.1	108.15	109.39	104.32
Aircraft and parts.....	252.7	253.8	250.7	108.57	109.57	107.01
Motor vehicles.....	140.9	161.3	143.8	123.54	122.00	119.26
Motor vehicle parts and accessories.....	170.3	169.3	152.6	108.32	112.28	101.41
Railroad and rolling stock equipment.....	62.3	62.3	57.3	95.53	95.74	92.49
Shipbuilding and repairing.....	145.2	144.0	131.6	96.89	97.66	90.58
Non-ferrous metal products.....	133.8	133.9	128.7	102.71	103.15	99.22
Aluminum products.....	133.6	136.4	141.6	99.13	99.21	96.55
Brass and copper products.....	119.9	118.9	114.6	97.38	99.90	97.53
Smelting and refining.....	144.8	144.7	137.6	112.90	112.81	107.65
Electrical apparatus and supplies.....	167.2	165.8	156.9	97.16	97.83	93.29
Heavy electrical machinery.....	123.5	123.6	117.4	103.04	104.34	100.00
Telecommunication equipment.....	288.8	288.4	277.8	93.83	94.75	89.83
Non-metallic mineral products.....	155.9	156.0	144.5	97.17	97.66	93.82
Clay products.....	89.8	89.4	79.9	87.29	86.11	84.57
Glass and glass products.....	180.8	181.6	169.1	92.78	94.08	90.69
Products of petroleum and coal.....	138.5	138.8	137.4	131.96	133.82	127.74
Petroleum refining and products.....	141.5	141.8	140.7	132.77	134.63	128.57
Chemical products.....	141.9	141.0	135.3	107.10	107.07	103.89
Medicinal and pharmaceutical preparations.....	132.2	131.3	126.7	97.03	97.00	93.26
Acids, alkalis and salts.....	161.7	160.7	146.8	119.07	120.70	116.64
Miscellaneous manufacturing industries.....	161.9	160.8	157.5	80.18	80.11	79.11
Construction	116.4	117.5	105.8	98.67	99.02	94.51
Building and general engineering.....	123.2	124.4	110.7	105.04	105.56	100.73
Highways, bridges and streets.....	105.1	106.1	97.7	86.35	86.38	82.90
Electric and motor transportation	153.3	153.2	143.6	93.54	93.24	90.68
Service	187.2	186.1	170.3	63.86	63.37	60.56
Hotels and restaurants.....	156.8	156.0	145.0	48.11	47.51	46.55
Laundries and dry cleaning plants.....	163.1	164.0	146.8	55.79	55.29	53.12
Industrial composite	129.3	129.4	123.0	89.31	89.21	85.74

TABLE C-2a—ESTIMATES OF EMPLOYEES BY INDUSTRY, PROVINCES AND CANADA

Basis: Revised Standard Industrial Classification

Industry	Month and year	Nfld.	P.E.I.	N.S.	N.B.	Qué.	Ont.	Man.	Sask.	Alta.	B.C.	Canada
						in thousands						
Forestry.....	Jan. 1965 ^p	3.8	0.1	2.0	6.3	22.3	14.0	1.2	0.4	2.5	14.8	67.3
	Dec. 1964	3.8	0.1	1.5	6.8	22.6	14.6	0.9	0.2	2.4	14.9	67.9
	Jan. 1964	3.7	0.1	2.1	7.3	20.2	14.8	0.9	0.3	2.3	15.6	67.9
Mines, quarries and oil wells.....	Jan. 1965 ^p	5.2	—	7.7	2.1	24.1	31.1	4.9	4.1	20.1	7.5	106.9
	Dec. 1964	5.2	—	7.9	2.0	23.9	31.0	4.8	4.0	19.1	7.6	106.9
	Jan. 1964	4.3	—	8.0	1.6	22.9	31.8	5.0	3.7	19.3	8.2	104.7
Manufacturing industries.....	Jan. 1965 ^p	10.4	1.5	28.7	21.8	45.5	71.7	45.9	13.1	43.9	105.6	1,443.5
	Dec. 1964	10.4	1.6	29.4	21.8	45.4	71.2	45.4	13.0	43.3	103.8	1,434.4
	Jan. 1964	10.4	1.4	27.7	21.4	44.2	676.7	44.2	12.4	41.4	103.3	1,381.4
Non-durable goods manufacturing.....	Jan. 1965 ^p	8.1	1.2	14.7	13.4	28.3	31.8	26.0	9.0	23.0	38.6	735.6
	Dec. 1964	8.1	1.2	15.2	13.5	28.0	31.9	25.4	9.0	23.1	38.6	735.6
	Jan. 1964	7.7	1.1	14.3	12.8	28.0	31.7	24.5	8.8	22.2	37.5	723.0
Durable goods manufacturing.....	Jan. 1965 ^p	2.4	0.4	14.1	8.4	17.8	39.8	20.0	4.1	20.9	67.1	707.9
	Dec. 1964	2.3	0.4	14.2	8.3	17.1	39.3	19.9	4.0	20.1	65.2	698.9
	Jan. 1964	2.7	0.3	12.9	8.6	159.6	368.0	19.7	3.6	19.2	65.8	688.4
Construction.....	Jan. 1965 ^p	4.8	0.8	8.2	6.9	88.5	112.3	11.5	9.4	26.1	25.6	294.2
	Dec. 1964	5.3	0.9	8.5	7.6	89.9	115.3	11.4	9.9	29.0	25.6	294.0
	Jan. 1964	5.3	0.9	6.6	5.6	83.7	100.5	11.9	9.5	22.7	22.3	288.9
Transportation, communication and other utilities.....	Jan. 1965 ^p	12.4	2.4	23.2	22.3	139.7	191.5	39.6	24.3	43.9	65.0	564.4
	Dec. 1964	13.4	2.5	22.0	21.5	132.2	193.5	40.1	25.2	46.0	65.0	582.1
	Jan. 1964	11.9	2.5	22.8	21.6	135.3	183.8	38.9	24.6	44.4	61.0	546.7
Trade.....	Jan. 1965 ^p	14.0	3.5	25.3	21.4	220.3	341.5	45.6	33.2	65.0	85.0	854.6
	Dec. 1964	15.0	3.5	26.8	22.9	228.9	350.2	48.6	35.2	67.7	91.0	898.8
	Jan. 1964	13.1	3.4	24.9	21.3	213.9	326.6	44.3	31.4	63.1	80.5	822.7
Finance, insurance and real estate.....	Jan. 1965 ^p	1.3	0.5	5.4	4.0	68.2	99.2	11.4	6.8	13.3	20.5	298.6
	Dec. 1964	1.3	0.5	5.4	3.9	68.5	98.5	11.4	6.8	13.3	20.5	298.1
	Jan. 1964	1.3	0.5	5.3	3.8	63.8	94.1	11.2	6.4	13.3	18.7	218.5
Service (commercial sector) ⁽¹⁾	Jan. 1965 ^p	4.3	1.4	10.3	6.8	119.7	178.9	22.3	13.0	34.6	49.4	440.6
	Dec. 1964	4.2	1.4	10.2	6.7	120.0	178.7	22.6	13.2	34.4	50.1	441.5
	Jan. 1964	3.8	1.1	9.6	6.5	109.2	168.0	21.2	12.5	31.5	43.1	403.5
Total—Specified industries.....	Jan. 1965 ^p	56.3	10.2	110.7	91.7	1,138.3	1,685.4	182.4	104.3	249.3	373.5	4,000.2
	Dec. 1964	58.7	10.5	112.7	93.3	1,157.8	1,703.2	185.6	107.5	248.1	376.1	4,062.5
	Jan. 1964	53.8	9.9	107.0	89.1	1,091.6	1,593.3	177.6	100.8	238.5	352.7	3,814.3

⁽¹⁾ Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).

^p Preliminary figures.

† Revised.

Note: Estimates may not add to totals due to rounding.

TABLE C-2a ESTIMATES OF EMPLOYEES, BY INDUSTRY, PROVINCES AND CANADA

Basis: Revised Standard Industrial Classification

Industry	Month and year	Nfld.	P.E.I.	N.S.	N.R.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Canada
		in thousands										
Forestry.....	Feb. 1965 ^p	3.8	0.1	1.8	4.7	16.9	14.1	1.1	0.4	2.7	17.5	63.1
	Jan. 1965 ^r	3.8	0.1	1.9	5.3	22.3	14.1	1.2	0.3	2.7	14.8	66.6
	Feb. 1964	3.9	.....	2.0	5.4	14.3	13.8	1.1	0.3	2.5	17.4	60.7
Mines, quarries and oil wells.....	Feb. 1965 ^p	5.3	.....	7.6	2.2	24.5	31.7	5.0	4.0	20.4	8.4	109.2
	Jan. 1965 ^r	5.2	.....	7.7	2.1	24.3	31.3	4.9	4.0	20.1	7.5	107.2
	Feb. 1964	4.4	.....	8.0	1.7	22.8	31.9	5.1	3.6	19.4	8.3	106.2
Manufacturing industries.....	Feb. 1965 ^p	10.4	1.5	28.4	21.6	457.7	709.5	46.4	13.2	43.8	107.1	1,439.5
	Jan. 1965 ^r	10.3	1.5	28.8	22.1	457.3	712.4	46.0	13.3	43.8	106.1	1,441.5
	Feb. 1964	10.4	1.4	28.0	22.0	446.3	680.8	44.4	12.4	42.3	103.4	1,391.5
Non-durable goods manufacturing.....	Feb. 1965 ^p	8.2	1.1	14.5	13.2	287.2	314.9	26.2	8.9	23.2	39.1	736.6
	Jan. 1965 ^r	8.0	1.2	14.7	13.6	284.8	313.7	26.0	9.0	23.0	38.5	732.5
	Feb. 1964	7.8	1.1	14.9	13.1	283.0	310.9	24.5	8.7	22.3	37.8	724.1
Durable goods manufacturing.....	Feb. 1965 ^p	2.1	0.4	13.8	8.4	170.4	394.6	20.2	4.3	20.6	68.0	702.9
	Jan. 1965 ^r	2.2	0.4	14.1	8.5	172.5	398.7	20.0	4.2	20.8	67.5	709.0
	Feb. 1964	2.6	0.3	13.1	8.9	163.3	369.9	19.9	3.7	20.0	65.6	667.4
Construction.....	Feb. 1965 ^p	4.6	0.8	8.0	6.5	86.8	110.5	10.7	9.0	24.9	25.3	287.2
	Jan. 1965 ^r	4.9	0.9	8.3	7.0	87.6	112.5	11.2	9.2	24.5	23.9	289.9
	Feb. 1964	5.2	0.8	6.2	5.2	80.1	98.3	11.6	8.6	21.9	24.0	262.0
Transportation, communication and other utilities.....	Feb. 1965 ^p	12.0	2.5	24.0	22.5	141.0	191.2	39.2	24.4	45.9	65.2	567.8
	Jan. 1965 ^r	12.8	2.3	23.4	22.0	140.6	191.1	39.6	24.3	45.5	64.6	566.2
	Feb. 1964	11.2	2.2	22.7	22.6	134.6	183.8	37.6	24.6	44.3	61.0	544.5
Trade.....	Feb. 1965 ^p	13.6	3.5	25.3	21.1	222.9	339.8	44.5	32.8	65.7	85.6	854.7
	Jan. 1965 ^r	13.8	3.3	25.3	21.3	220.0	341.6	43.7	32.9	66.0	85.4	855.5
	Feb. 1964	13.0	3.2	24.6	21.2	211.5	326.1	43.4	31.5	62.9	80.1	817.4
Finance, insurance and real estate.....	Feb. 1965 ^p	1.4	0.5	5.4	3.9	66.7	99.9	11.5	6.9	13.4	20.7	230.4
	Jan. 1965 ^r	1.3	0.5	5.4	4.0	66.4	99.5	11.4	6.9	13.3	20.5	229.4
	Feb. 1964	1.3	0.5	5.2	3.8	63.7	94.5	11.1	6.4	13.3	18.9	218.7
Service (commercial sector)(u).....	Feb. 1965 ^p	4.2	1.3	10.3	6.9	121.4	180.2	22.9	13.1	34.3	50.0	444.7
	Jan. 1965 ^r	4.3	1.4	10.3	6.9	120.8	179.0	22.2	13.0	34.3	49.6	441.8
	Feb. 1964	3.8	1.2	9.7	6.5	109.7	166.6	21.2	12.4	32.2	44.1	407.4
Total—specified industries.....	Feb. 1965 ^p	55.3	10.2	110.8	89.5	1,137.8	1,676.8	181.2	103.9	251.1	379.8	3,996.5
	Jan. 1965 ^r	56.5	10.1	111.0	90.6	1,139.2	1,681.6	182.4	103.9	250.4	372.5	3,998.2
	Feb. 1964	53.2	9.3	106.4	83.4	1,083.0	1,586.8	175.5	99.8	238.8	357.2	3,807.4

u) Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic and miscellaneous services).
^p Preliminary figures.
^r Revised figures.
 Note: Estimates may not add to totals due to rounding.

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	February 1965	January 1965	February 1964	February 1965	January 1965	February 1964
				\$	\$	\$
Newfoundland.....	40.6	37.7	40.8	1.81	1.92	1.77
Nova Scotia.....	40.8	39.1	40.8	1.83	1.83	1.73
New Brunswick.....	41.9	41.6	41.0	1.80	1.78	1.69
Quebec.....	41.7	41.9	42.1	1.85	1.85	1.78
Ontario.....	40.2	40.9	41.2	2.20	2.20	2.10
Manitoba.....	40.4	40.3	40.7	1.87	1.87	1.81
Saskatchewan.....	39.0	39.1	38.8	2.13	2.14	2.07
Alberta (includes Northwest Territories).....	40.5	40.4	39.9	2.11	2.12	2.04
British Columbia (includes Yukon Territory).....	38.6	38.7	38.5	2.57	2.58	2.42

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963.....	40.8	1.95	79.40	190.2	142.8
Last Pay Period in:					
1964—February.....	41.2	1.99	82.03	196.5	146.0
March.....	40.7	2.01	81.84	196.1	145.2
April.....	41.1	2.01	82.67	198.1	146.7
May.....	41.4	2.02	83.55	200.2	147.9
June.....	41.2	2.02	83.22	199.4	146.5
July.....	40.9	2.01	82.10	196.7	144.5
August.....	41.3	2.02	83.31	199.6	147.2
September.....	41.7	2.03	84.78	203.1	149.8
October.....	41.6	2.03	84.35	202.1	148.7
November.....	41.2	2.04	84.04	201.3	147.2
December.....	38.8	2.08	80.65	193.2	141.1
1965—January.....	41.0	2.08	85.34	204.5	149.0
February†.....	40.6	2.08	84.51	202.5	147.5

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: Man-Hours and Hourly Earnings, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Feb. 1965	Jan. 1965	Feb. 1964	Feb. 1965	Jan. 1965	Feb. 1964	Feb. 1965	Jan. 1965	Feb. 1964
				\$	\$	\$	\$	\$	\$
Mining	42.2	42.8	42.5	2.39	2.36	2.28	100.87	101.06	97.17
Metal mining.....	42.0	42.3	42.1	2.45	2.42	2.34	102.88	102.38	98.72
Gold.....	41.4	42.4	43.1	1.95	1.91	1.87	80.77	81.15	80.65
Other metal.....	42.2	42.3	41.8	2.59	2.57	2.52	109.41	108.71	105.10
Fuels.....	42.1	43.7	44.1	2.30	2.28	2.18	97.05	99.60	96.00
Coal.....	39.8	43.1	43.0	1.93	1.92	1.91	77.07	82.79	82.06
Oil and natural gas.....	45.0	44.6	45.6	2.72	2.71	2.53	122.52	120.81	115.23
Non-metal.....	43.3	43.6	42.3	2.23	2.22	2.17	96.61	96.69	91.94
Manufacturing	40.6	41.0	41.2	2.08	2.08	1.99	84.51	85.34	82.03
Durable goods.....	41.0	41.5	41.7	2.26	2.26	2.16	92.58	93.89	89.84
Non-durable goods.....	40.2	40.4	40.8	1.89	1.89	1.82	76.24	76.45	74.34
Food and beverages.....	40.2	40.0	40.1	1.84	1.85	1.78	74.26	73.92	71.24
Meat products.....	39.2	40.2	39.2	2.09	2.09	1.99	81.90	83.81	78.21
Canned and preserved fruits and vegetables.....	39.2	40.6	40.5	1.62	1.58	1.53	63.34	64.22	61.83
Grain mill products.....	43.0	42.5	42.9	2.02	2.01	1.94	86.82	85.31	83.17
Bread and other bakery products.....	40.4	40.7	40.7	1.75	1.75	1.68	70.81	71.18	68.48
Distilled liquors.....	40.8	41.4	40.0	2.41	2.42	2.34	98.39	100.18	93.52
Malt liquors.....	39.3	39.0	39.1	2.59	2.60	2.55	102.02	101.20	99.78
Tobacco and tobacco products.....	37.7	39.4	37.9	1.98	1.98	1.91	74.77	78.12	72.39
Rubber products.....	41.8	41.9	42.0	2.10	2.11	2.04	88.01	88.50	85.48
Leather products.....	40.5	40.7	41.7	1.42	1.42	1.36	57.52	57.89	56.73
Boots and shoes (except rubber).....	40.6	40.9	41.7	1.39	1.39	1.32	56.24	56.72	55.14
Other leather products.....	40.4	40.4	41.6	1.49	1.49	1.45	60.07	60.20	60.18
Textile products (except clothing).....	41.2	42.2	42.6	1.60	1.59	1.51	65.68	67.21	64.53
Cotton yarn and broad woven goods.....	40.9	41.4	42.0	1.65	1.62	1.54	67.56	67.15	64.56
Woolen goods.....	42.2	42.9	42.7	1.45	1.45	1.39	61.29	62.33	59.61
Synthetic textiles and silk.....	40.4	43.0	43.3	1.69	1.71	1.62	68.19	73.55	69.98
Clothing (textile and fur).....	38.8	38.6	39.9	1.36	1.36	1.31	52.84	52.37	52.42
Men's clothing.....	38.9	38.9	39.7	1.34	1.34	1.31	52.17	52.08	51.93
Women's clothing.....	37.2	36.7	38.7	1.48	1.46	1.42	54.92	53.73	55.09
Knit goods.....	41.7	41.8	42.2	1.26	1.26	1.21	52.75	52.74	51.13
*Wood products.....	41.7	41.9	42.0	1.85	1.85	1.76	76.98	77.40	73.85
Saw and planing mills.....	41.3	41.6	41.5	1.98	1.99	1.88	81.68	82.58	77.95
Furniture.....	42.6	42.5	42.7	1.65	1.65	1.60	70.53	69.97	68.32
Other wood products.....	41.9	42.1	43.1	1.54	1.52	1.42	64.45	64.04	61.11
Paper products.....	41.3	41.4	41.5	2.40	2.40	2.33	99.29	99.43	96.57
Pulp and paper mills.....	41.5	41.7	41.5	2.59	2.59	2.51	107.56	108.04	104.30
Other paper products.....	40.8	40.8	41.3	1.92	1.91	1.85	78.40	77.84	76.40
Printing, publishing and allied industries.....	38.7	38.4	38.9	2.55	2.53	2.48	98.64	97.43	96.49
*Iron and steel products.....	41.2	41.6	41.7	2.37	2.35	2.28	97.56	97.11	101.43
Agricultural implements.....	41.0	39.7	42.0	2.48	2.44	2.41	101.57	97.11	92.63
Fabricated and structural steel.....	40.9	41.8	41.8	2.30	2.29	2.21	94.15	95.72	92.63
Hardware and tools.....	42.3	43.1	43.2	1.99	1.99	1.96	84.25	85.92	82.21
Heating and cooking appliances.....	39.3	40.9	41.6	2.04	2.02	1.96	80.43	82.55	81.71
Iron castings.....	42.1	42.2	42.4	2.29	2.23	2.14	94.73	94.64	91.11
Machinery, industrial.....	42.6	42.5	42.5	2.22	2.22	2.18	96.54	96.56	92.94
Primary iron and steel.....	40.8	40.8	40.5	2.76	2.75	2.68	112.67	112.27	108.70
Sheet metal products.....	40.2	41.1	41.2	2.26	2.23	2.18	90.80	91.90	89.62
Wire and wire products.....	41.2	42.3	42.7	2.30	2.29	2.23	94.56	97.08	95.22
*Transportation equipment.....	40.3	41.0	41.8	2.51	2.53	2.36	100.91	103.78	98.46
Aircraft and parts.....	40.4	41.4	41.9	2.37	2.37	2.31	95.97	98.23	96.71
Motor vehicles.....	39.8	40.1	42.8	2.84	2.89	2.63	112.79	115.77	112.82
Motor vehicle parts and accessories.....	41.4	43.1	41.9	2.51	2.51	2.31	104.09	108.27	96.68
Railroad and rolling stock equipment.....	39.7	40.2	41.0	2.35	2.33	2.21	93.41	93.71	90.60
Shipbuilding and repairing.....	39.7	40.0	40.4	2.38	2.39	2.18	94.22	95.36	88.02
*Non-ferrous metal products.....	40.9	41.3	41.1	2.33	2.33	2.25	95.12	96.04	92.67
Aluminum products.....	40.3	41.6	41.5	2.10	2.09	2.07	84.57	86.81	85.99
Brass and copper products.....	41.4	42.7	42.6	2.20	2.22	2.19	91.15	94.94	93.16
Smelting and refining.....	40.7	40.6	40.3	2.60	2.60	2.51	105.79	105.58	100.86
*Electrical apparatus and supplies.....	40.4	41.2	40.8	2.08	2.07	1.98	83.88	85.22	80.92
Heavy electrical machinery and equipment.....	40.6	41.5	40.9	2.29	2.29	2.21	92.94	95.22	90.45
Telecommunication equipment.....	39.1	40.3	39.9	1.88	1.86	1.77	73.55	74.96	70.68
*Non-metallic mineral products.....	42.3	42.0	42.7	1.16	1.14	1.03	91.14	91.71	86.89
Clay products.....	41.6	42.0	42.5	1.92	1.90	1.83	79.66	79.65	77.54
Glass and glass products.....	40.8	41.6	41.2	2.16	2.15	2.06	87.87	89.20	84.75
Products of petroleum and coal.....	41.5	42.1	40.7	2.84	2.87	2.75	117.87	121.09	112.05
Petroleum refining and products.....	41.5	42.1	40.7	2.87	2.87	2.78	119.12	122.26	113.24
Chemical products.....	40.6	41.0	40.9	2.28	2.28	2.20	92.29	93.32	90.24
Medicinal and pharmaceutical preparations.....	39.5	40.2	39.9	1.80	1.81	1.73	71.03	72.91	69.20
Acids, alkalis and salts.....	40.2	40.9	41.2	2.64	2.63	2.52	105.93	107.56	103.84
Miscellaneous manufacturing industries.....	40.9	41.2	41.7	1.68	1.68	1.65	68.71	69.26	68.94
Construction	40.4	40.5	41.2	2.37	2.38	2.24	95.72	96.11	92.31
Building and general engineering.....	39.6	39.9	40.5	2.58	2.58	2.43	102.06	102.85	98.37
Highways, bridges and streets.....	42.2	42.0	42.7	1.91	1.93	1.85	80.77	80.95	79.09
Electric and motor transportation	44.0	44.0	43.7	2.12	2.12	2.06	93.43	93.25	90.12
Service	36.7	36.3	37.3	1.26	1.25	1.19	46.00	45.39	44.40
Hotels and restaurants.....	36.2	35.7	36.9	1.21	1.21	1.16	43.86	43.07	42.83
Laundries and dry cleaning plants.....	38.9	38.7	39.8	1.18	1.19	1.11	45.99	45.99	44.19

* Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 199, February issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS ON HAND

SOURCE: National Employment Service, Department of Labour

Period	Unfilled Vacancies*			Registrations on Hand		
	Male	Female	Total	Male	Female	Total
End of:						
May 1960.....	21,772	17,210	38,982	389,576	152,848	542,424
May 1961.....	17,078	17,208	34,286	418,218	151,611	569,829
May 1962.....	22,026	20,999	43,025	329,391	126,461	455,852
May 1963.....	22,865	21,723	44,588	341,869	130,054	471,953
May 1964.....	30,955	23,676	54,631	319,268	126,509	455,777
June 1964.....	28,693	21,359	50,052	266,490	140,069	406,559
July 1964.....	29,445	19,458	48,903	233,564	128,799	362,363
August 1964.....	30,171	24,058	54,229	197,724	109,554	307,278
September 1964.....	33,617	23,611	57,228	173,988	104,907	278,895
October 1964.....	29,159	19,727	48,886	203,340	110,611	313,951
November 1964.....	38,620	22,704	61,324	254,346	118,294	372,640
December 1964.....	25,171	14,758	39,929	378,125	130,721	508,846
January 1965.....	22,509	15,141	37,650	447,847	152,195	600,042
February 1965.....	23,167	16,364	39,531	453,555	153,426	606,981
March 1965.....	27,436	19,898	47,334	447,673	149,274	596,947
April 1965 ⁽¹⁾	35,094 ^r	24,548	59,642 ^r	397,193	142,760	539,953
May 1965 ⁽¹⁾	38,765	26,560	65,325	277,216	124,123	401,339

⁽¹⁾ Latest figures subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

^r Revised.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1961-1964, AND DURING MONTH, APRIL 1964-APRIL 1965

SOURCE: National Employment Service, Department of Labour

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1961—Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year.....	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1964—Year.....	2,894,099	1,170,889	1,030,199	530,575	845,696	395,380
1964—April.....	236,915	88,740	95,252	43,563	75,095	29,285
1964—May.....	207,806	88,218	95,076	44,484	78,405	31,264
June.....	234,674	109,636	87,592	47,201	74,485	34,649
July.....	237,632	111,717	97,585	53,022	81,610	42,217
August.....	198,847	97,928	86,901	56,448	69,893	41,514
September.....	209,609	107,109	108,719	55,219	90,230	43,051
October.....	228,509	99,357	88,832	41,509	72,982	30,636
November.....	277,052	104,803	109,323	45,645	82,945	30,749
December.....	341,413	103,065	77,455	41,458	76,480	40,686
1965—January.....	272,107	100,622	65,179	34,426	53,989	23,938
February.....	207,415	79,029	62,727	32,744	49,152	22,308
March.....	236,435	87,317 ^r	81,598	41,971	62,519	27,678
April ⁽¹⁾	212,743	84,512	89,202	42,378	67,731	26,976

⁽¹⁾ Preliminary.

^r Revised.

**TABLE D-3—PLACEMENTS EFFECTED BY INDUSTRY AND BY SEX,
DURING APRIL 1965¹**

Source: National Employment Service, Department of Labour

Industry Group	Male	Female	Total	Change from April 1964
Agriculture, Fishing, Trapping	2,138	303	2,441	— 1,234
Forestry.....	1,142	25	1,167	— 627
Mining, Quarrying and Oil Wells	975	54	1,029	+ 248
Metal Mining.....	594	11	605	+ 148
Fuels.....	159	31	190	+ 43
Non-Metal Mining.....	79	1	80	+ 52
Quarrying, Clay and Sand Pits.....	99	2	101	+ 2
Prospecting.....	44	9	53	+ 3
Manufacturing	16,019	6,955	23,004	-- 1,136
Foods and Beverages.....	1,903	1,095	2,998	+ 172
Tobacco and Tobacco Products.....	11	36	47	— 50
Rubber Products.....	187	159	346	+ 134
Leather Products.....	278	217	495	+ 40
Textile Products (except clothing).....	720	445	1,165	+ 54
Clothing (textile and fur).....	418	1,579	1,997	— 517
Wood Products.....	1,771	240	2,011	— 487
Paper Products.....	1,196	309	1,505	— 40
Printing, Publishing and Allied Industries.....	736	540	1,276	+ 12
Iron and Steel Products.....	3,179	422	3,601	— 317
Transportation Equipment.....	2,101	340	2,441	— 401
Non-Ferrous Metal Products.....	673	180	853	+ 129
Electrical Apparatus and Supplies.....	601	549	1,150	+ 42
Non-Metallic Mineral Products.....	685	83	768	+ 56
Products of Petroleum and Coal.....	114	16	130	+ 4
Chemical Products.....	798	317	1,115	+ 50
Miscellaneous Manufacturing Industries.....	648	458	1,106	— 17
Construction	10,986	199	11,185	+ 404
General Contractors.....	7,549	116	7,665	+ 412
Special Trade Contractors.....	3,437	83	3,520	— 8
Transportation, Storage and Communication	3,854	341	4,195	— 1,369
Transportation.....	3,190	198	3,388	— 1,050
Storage.....	523	27	550	— 280
Communication.....	141	116	257	— 39
Public Utility Operation	314	54	368	— 222
Trade.....	9,658	4,486	14,144	— 285
Wholesale.....	3,793	1,299	5,092	+ 37
Retail.....	5,865	3,187	9,052	— 322
Finance, Insurance and Real Estate	582	955	1,537	— 263
Service	22,063	13,574	35,637	— 5,189
Community or Public Service.....	1,014	1,340	2,354	— 63
Government Service.....	14,161	934	15,095	— 4,251
Recreation Service.....	512	236	748	— 159
Business Service.....	1,651	657	2,308	+ 560
Personal Service.....	4,725	10,407	15,132	— 1,276
GRAND TOTAL	67,731	26,976	94,707	— 9,673

⁽¹⁾ Preliminary.

**TABLE D-4—REGISTRATIONS ON HAND BY OCCUPATION AND BY SEX,
AS AT APRIL 30, 1965⁽¹⁾**

SOURCE: National Employment Service, Department of Labour.

Occupational Group	Registrations on Hand		
	Male	Female	Total
Professional & Managerial Workers.....	8,247	2,089	10,336
Clerical Workers.....	19,163	45,700	64,863
Sales Workers.....	8,060	17,966	26,026
Personal & Domestic Service Workers.....	40,929	28,037	68,966
Seamen.....	2,034	50	2,084
Agriculture, Fishing, Forestry (Ex. log.).....	6,677	956	7,633
Skilled and Semi-Skilled Workers.....	179,181	18,028	197,209
Food and kindred products (incl. tobacco).....	1,354	602	1,956
Textiles, clothing, etc.....	2,466	10,536	13,002
Lumber and lumber products.....	31,642	146	31,788
Pulp, paper (incl. printing).....	1,438	534	1,972
Leather and leather products.....	1,188	1,174	2,362
Stone, clay & glass products.....	450	27	477
Metalworking.....	10,183	984	11,167
Electrical.....	1,764	1,021	2,785
Transportation equipment.....	474	46	520
Mining.....	1,702	—	1,702
Construction.....	48,672	12	48,684
Transportation (except seamen).....	38,790	123	38,913
Communications & public utility.....	749	1	750
Trade and service.....	4,721	1,635	6,356
Other skilled and semi-skilled.....	22,282	884	23,166
Foremen.....	4,548	289	4,837
Apprentices.....	6,758	14	6,772
Unskilled Workers.....	132,902	29,934	162,836
Food and tobacco.....	5,615	9,491	15,106
Lumber & lumber products.....	18,062	463	18,525
Metalworking.....	3,552	658	4,210
Construction.....	71,655	2	71,657
Other unskilled workers.....	34,018	19,320	53,338
GRAND TOTAL.....	397,193	142,760	539,953

⁽¹⁾ Preliminary.

**TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS,
AT APRIL 30, 1965**

Source: National Employment Service, Department of Labour

Office	Registrations on Hand		Office	Registrations on Hand	
	(1) April 30, 1965	Previous Year April 30, 1964		(1) April 30, 1965	Previous Year April 30, 1964
Newfoundland.....	23,004	26,512	Quebec—Concluded		
Corner Brook.....	5,314	5,710	Sherbrooke.....	5,678	4,989
Grand Falls.....	3,135	2,918	Sorel.....	2,150	1,597
St. John's.....	14,555	17,884	Thetford Mines.....	1,545	1,801
Prince Edward Island.....	4,817	5,003	Trois-Rivières.....	4,414	5,093
Charlottetown.....	3,215	3,210	Val-d'Or.....	2,693	3,336
Summerside.....	1,602	1,793	Valleyfield.....	2,556	2,058
Nova Scotia.....	25,542	31,351	Victoriaville.....	2,461	2,289
Amherst.....	927	1,128	Ville St. Georges.....	3,457	3,802
Bridgewater.....	1,337	1,719	Ontario.....	149,122	158,137
Halifax.....	5,535	7,065	Amprior.....	360	351
Inverness.....	1,135	1,121	Barrie.....	1,285	1,367
Kentville.....	2,542	3,322	Belleville.....	1,956	1,854
Liverpool.....	509	680	Bracebridge.....	1,238	1,210
New Glasgow.....	2,656	3,632	Brampton.....	1,346	1,248
Springhill.....	972	1,169	Brantford.....	1,619	1,690
Sydney.....	4,247	4,665	Brockville.....	472	538
Sydney Mines.....	1,432	1,622	Carleton Place.....	464	386
Tyro.....	1,861	2,399	Chatham.....	1,278	1,697
Yarmouth.....	2,389	2,829	Cobourg.....	620	728
New Brunswick.....	29,711	32,566	Collingwood.....	854	727
Bathurst.....	5,173	5,434	Cornwall.....	2,371	2,751
Campbellton.....	2,965	3,196	Elliot Lake.....	436	452
Edmundston.....	2,566	2,501	Fort Erie.....	313	358
Fredericton.....	1,952	2,117	Fort Frances.....	998	974
Minto.....	414	501	Fort William.....	2,221	2,651
Moncton ⁽²⁾	6,450	7,424	Galt.....	1,321	903
Newcastle.....	3,266	3,359	Gananoque.....	269	266
Saint John.....	3,717	3,936	Goderich.....	389	432
St. Stephen.....	1,163	1,660	Guelph.....	1,023	1,146
Sussex.....	505	678	Hamilton.....	9,611	10,737
Woodstock.....	1,540	1,760	Hawkesbury.....	820	953
Quebec.....	178,754	191,535	Kapusking.....	1,375	1,902
Alma.....	2,543	1,977	Kenora.....	1,805	1,322
Asbestos.....	753	782	Kingston.....	1,793	1,848
Baie Comeau.....	1,497	1,197	Kirkland Lake.....	1,026	1,067
Beauharnois.....	1,063	1,301	Kitchener.....	1,898	2,258
Buckingham.....	1,290	1,435	Leamington.....	651	749
Causapsal.....	2,946	3,189	Lindsay.....	667	684
Chandler.....	2,187	2,690	Listowel.....	243	273
Chicoutimi.....	2,166	2,723	London.....	4,137	4,021
Cowansville.....	431	544	Long Branch.....	3,153	3,235
Dolbeau.....	2,331	2,206	Midland.....	961	812
Drummondville.....	2,172	2,091	Napanea.....	528	585
Farnham.....	493	532	New Liskeard.....	404	518
Forestville.....	1,119	1,587	Newmarket.....	1,206	1,233
Gaspé.....	1,876	2,345	Niagara Falls.....	1,615	2,066
Granby.....	1,990	2,179	North Bay.....	1,668	1,967
Hull.....	4,510	4,455	Oakville.....	628	730
Joliette.....	3,841	4,304	Orillia.....	924	821
Jonquière.....	2,437	2,297	Oshawa.....	3,913	4,102
Lachute.....	822	798	Ottawa.....	6,275	6,879
Lac-Mégantic.....	1,683	1,566	Owen Sound.....	1,230	1,119
La Malbaie.....	2,231	2,408	Parry Sound.....	475	528
La Tuque.....	996	1,054	Pembroke.....	1,934	1,720
Lévis.....	3,854	4,160	Perth.....	757	748
Louiseville.....	1,126	1,161	Peterborough.....	2,734	2,741
Magog.....	825	637	Picton.....	383	363
Maniwaki.....	1,590	1,390	Port Arthur.....	4,210	4,825
Matane.....	3,343	3,530	Port Colborne.....	515	524
Mont-Laurier.....	1,295	1,419	Prescott.....	713	761
Montmagny.....	2,378	2,432	Renfrew.....	507	552
Montréal.....	48,104	56,012	St. Catharines.....	2,947	3,267
New Richmond.....	2,018	2,663	St. Thomas.....	849	724
Port Alfred.....	1,266	1,242	Sarnia.....	1,950	2,166
Québec.....	13,874	14,221	Sault Ste. Marie.....	2,521	3,134
Rimouski.....	4,564	4,642	Simcoe.....	1,233	1,100
Rivière-du-Loup.....	5,497	5,461	Smiths Falls.....	508	537
Roberval.....	1,784	1,679	Stratford.....	564	473
Rouyn.....	3,872	4,483	Sturgeon Falls.....	834	1,005
Ste. Agathe des Monts.....	1,465	1,607	Sudbury.....	3,695	4,641
Ste. Anne de Bellevue.....	1,156	1,041	Tillsonburg.....	668	401
Ste. Thérèse.....	2,020	2,247	Timmins.....	2,502	2,428
St. Hyacinthe.....	1,942	1,910	Toronto.....	39,851	41,476
St. Jean.....	2,245	2,185	Trenton.....	799	709
St. Jérôme.....	1,758	1,982	Walkerton.....	527	588
Sept-Îles.....	1,961	1,860	Wallaceburg.....	443	581
Shawinigan.....	4,486	4,946	Welland.....	1,743	1,877
			Weston.....	2,836	2,756
			Windsor.....	4,414	5,244
			Woodstock.....	641	658

**TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS,
AT APRIL 30, 1965**

Source: National Employment Service, Department of Labour

Office	Registrations on Hand		Office	Registrations on Hand	
	(1) April 30, 1965	Previous Year April 30, 1964		(1) April 30, 1965	Previous Year April 30, 1964
Manitoba	25,580	29,481	British Columbia	53,649	58,617
Brandon.....	2,251	2,404	Chilliwack.....	1,380	1,530
Dauphin.....	1,544	1,782	Courtenay.....	572	656
Flin Flon.....	219	253	Cranbrook.....	1,160	1,270
Portage la Prairie.....	1,208	1,221	Dawson Creek.....	1,575	1,727
The Pas.....	477	551	Duncan.....	468	441
Winnipeg.....	19,881	23,270	Kamloops.....	1,910	2,042
Saskatchewan	19,023	18,720	Kelowna.....	1,947	1,501
Estevan.....	373	384	Mission City.....	772	959
Lloydminster.....	452	364	Nanaimo.....	572	732
Moose Jaw.....	1,434	1,350	Nelson.....	855	978
North Battleford.....	1,326	1,245	New Westminster.....	6,689	7,927
Prince Albert.....	2,486	2,589	Penticton.....	2,121	1,930
Regina.....	4,918	4,917	Port Alberni.....	594	506
Saskatoon.....	4,760	4,541	Prince George.....	2,727	2,285
Swift Current.....	788	608	Prince Rupert.....	1,461	1,808
Weyburn.....	364	282	Quesnel.....	1,634	1,575
Yorkton.....	2,122	2,440	Trail.....	859	880
Alberta	30,751	35,294	Vancouver.....	20,750	22,728
Blairmore.....	582	644	Vernon.....	2,010	1,721
Calgary.....	8,633	9,915	Victoria.....	3,068	3,883
Drumheller.....	529	650	Whitehorse.....	525	538
Edmonton.....	13,355	16,167	CANADA	539,953	587,216
Edson.....	443	553			
Grande Prairie.....	1,576	1,650	Males.....	397,193	445,744
Lethbridge.....	2,415	2,589			
Medicine Hat.....	1,203	1,240	Females.....	142,760	141,472
Red Deer.....	2,015	1,886			

¹⁾Preliminary.

²⁾Includes 1,453 registrations reported by the Iles-de-la-Madeleine, Que. local office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 592.

**TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Statistical Report on Operation of the Unemployment Insurance Act, DBS

End of:	Total	Employed	Claimants
1965—February.....	4,502,000	3,942,800	559,200
January.....	4,487,000	3,939,200	547,800
1964—December.....	4,475,000	3,996,800	478,200
November.....	4,369,000	4,094,500	274,500
October.....	4,298,000	4,083,500	214,500
September.....	4,304,000	4,130,400	173,600
August.....	4,330,000	4,148,000	182,000
July.....	4,271,000	4,065,700	205,300
June.....	4,241,000	4,039,100	201,900
May.....	4,173,000	3,922,900	250,100
April.....	4,280,000	3,782,300	497,700
March.....	4,348,000	3,750,700	597,300
February.....	4,339,000	3,731,900	607,100

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES
BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX,
MARCH 31, 1965**

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

(Counted on last working day of the month)

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1-4	5-13	14-26	27 or more*	Feb. 26, 1965	Mar. 31, 1964
CANADA.....	538,978	150,666	207,471	151,497	29,344	559,234	597,250
Male.....	413,131	119,075	161,160	117,056	15,840	428,871	467,631
Female.....	125,847	31,591	46,311	34,441	13,504	130,363	129,619
Newfoundland.....	31,825	6,057	13,918	11,297	553	35,804	33,108
Male.....	29,952	5,625	13,304	10,693	330	33,546	30,893
Female.....	1,873	432	614	604	223	2,258	2,215
Prince Edward Island.....	6,402	776	2,288	3,203	135	6,866	6,640
Male.....	5,223	636	1,903	2,611	73	5,630	5,620
Female.....	1,179	140	385	592	62	1,236	1,020
Nova Scotia.....	33,606	7,316	14,634	9,997	1,659	35,149	40,324
Male.....	28,048	6,088	12,401	8,507	1,052	29,483	34,923
Female.....	5,558	1,228	2,233	1,490	607	5,666	5,401
New Brunswick.....	34,143	7,524	12,786	12,553	1,280	35,331	36,551
Male.....	28,337	6,631	10,796	10,268	642	28,832	30,384
Female.....	5,806	893	1,990	2,285	638	6,499	6,167
Quebec.....	178,791	57,297	70,274	41,281	9,939	174,374	187,461
Male.....	146,304	48,835	59,380	32,821	5,268	141,413	153,994
Female.....	32,487	8,462	10,894	8,460	4,671	32,961	33,467
Ontario.....	134,385	39,199	48,784	36,415	9,987	142,636	160,973
Male.....	88,012	26,570	31,806	24,284	5,352	94,180	113,417
Female.....	46,373	12,629	16,978	12,131	4,635	48,456	47,556
Manitoba.....	26,512	6,026	10,750	8,882	854	24,825	25,595
Male.....	20,516	4,719	8,101	7,133	563	19,052	19,272
Female.....	5,996	1,307	2,649	1,749	291	5,773	6,323
Saskatchewan.....	18,779	4,232	7,179	6,656	712	20,072	19,796
Male.....	14,662	3,276	5,540	5,509	337	15,797	16,092
Female.....	4,117	956	1,639	1,147	375	4,275	3,704
Alberta.....	27,185	8,425	9,699	7,683	1,378	28,199	33,344
Male.....	20,495	6,649	7,154	5,928	764	21,522	26,049
Female.....	6,690	1,776	2,545	1,755	614	6,597	7,295
British Columbia.....	47,350	13,814	17,159	13,530	2,847	56,058	53,458
Male.....	31,582	10,046	10,775	9,302	1,459	39,146	36,987
Female.....	15,768	3,768	6,384	4,228	1,388	16,642	16,471

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE,
MARCH 1965**

Source: Statistical Report on the Operation of the Unemployment Insurance Act, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed off†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	6,555	5,238	1,317	6,727	5,814	913	2,083
Prince Edward Island.....	1,268	1,021	247	1,117	1,010	107	389
Nova Scotia.....	8,319	6,324	1,995	8,006	6,923	1,083	2,338
New Brunswick.....	9,056	7,354	1,702	9,135	7,976	1,159	2,517
Quebec.....	66,722	48,744	17,978	65,555	55,192	10,363	23,290
Ontario.....	52,086	38,217	13,869	51,810	41,351	10,459	17,748
Manitoba.....	7,499	5,984	1,515	7,520	6,293	1,227	2,174
Saskatchewan.....	4,949	4,155	794	4,780	3,949	831	1,476
Alberta.....	9,948	7,157	2,791	8,852	7,160	1,692	3,684
British Columbia (incl. Yukon Territory).....	16,764	11,159	5,605	17,081	13,347	3,734	5,215
Total, Canada, March 1965.....	183,166	135,353	47,813	180,583	149,015	31,568	60,914
Total, Canada, February 1965.....	159,999	122,749	37,250	179,687	144,346	35,341	58,331
Total, Canada, March 1964.....	182,291	132,686	49,605	174,803	147,558	27,245	65,347

*In addition, revised claims received numbered 43,961.

†In addition, 45,268 revised claims were disposed of. Of these, 4,044 were special requests not granted and 2,639 appeals by claimants. There were 10,349 revised claims pending at the end of the month.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, MARCH 1965

Source: Statistical Report on the Operation of the Unemployment Insurance Act, DBS

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	181,664	4,508,246
Prince Edward Island.....	34,785	795,942
Nova Scotia.....	152,674	3,549,703
New Brunswick.....	149,997	3,528,164
Quebec.....	679,843	17,474,148
Ontario.....	561,817	13,747,293
Manitoba.....	91,992	2,390,510
Saskatchewan.....	75,186	1,869,682
Alberta.....	102,192	2,490,942
British Columbia (including Yukon Territory).....	205,755	5,234,774
Total, Canada, March 1965.....	2,235,905	55,589,404
Total, Canada, February 1965.....	1,819,250	45,332,817
Total, Canada, March 1964.....	2,151,052	53,550,598

*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1960—Year.....	129.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year.....	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year.....	135.4	132.4	138.4	119.2	142.0	168.0	151.8	120.2
1964—May.....	135.0	131.2	138.3	118.7	142.4	167.3	151.5	120.2
June.....	135.3	132.5	138.4	119.0	142.0	167.3	151.4	120.2
July.....	136.2	135.4	138.7	119.0	141.6	167.3	151.5	120.2
August.....	136.1	135.1	138.7	118.9	141.4	167.5	151.5	120.2
September.....	135.6	132.7	138.9	119.4	141.6	167.7	150.9	120.2
October.....	135.6	131.0	139.2	120.7	141.4	170.4	151.1	121.4
November.....	135.9	132.0	139.3	120.9	141.4	171.1	152.3	121.6
December.....	136.8	133.2	139.6	121.0	142.7	174.3	153.5	121.6
1965—January.....	136.9	132.5	139.8	119.2	146.3	174.4	154.0	121.6
February.....	137.2	133.1	140.1	119.5	146.3	174.6	153.4	121.8
March.....	137.3	133.3	140.2	120.4	145.6	174.6	153.4	121.9
April.....	137.7	133.4	140.3	121.2	145.9	176.1	153.5	121.9
May.....	138.0	134.5	140.5	121.0	146.8	175.6	154.6	122.5

Note: 1960 figures are 1947-48 weighted; figures for 1961 *et seq* are 1957 weighted.

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF APRIL 1965

(1949=100)

	All-Items			Food	Housing	Clothing	Transportation	Health and personal care	Recreation and reading	Tobacco and alcohol
	April 1964	March 1965	April 1965							
①St. John's, Nfld.....	120.3	122.7	122.7	119.0	116.2	116.6	121.1	165.6	149.6	115.9
Halifax.....	131.8	133.0	133.5	128.0	134.2	131.4	138.8	169.6	171.9	125.9
Saint John.....	134.3	135.9	136.1	132.6	134.1	129.0	145.3	192.4	156.5	125.7
Montreal.....	134.7	136.4	136.8	138.8	135.9	113.4	162.2	184.7	155.7	125.3
Ottawa.....	135.9	137.2	137.3	134.1	137.4	125.1	158.9	183.4	150.5	126.7
Toronto.....	136.6	138.6	138.9	131.5	141.3	128.1	145.0	174.7	190.6	123.9
Winnipeg.....	132.0	134.7	134.8	132.7	130.1	127.0	139.3	188.6	142.6	138.3
Saskatoon-Regina.....	129.3	130.8	131.1	130.1	128.8	133.5	136.0	150.1	149.3	124.1
Edmonton-Calgary.....	128.0	128.8	128.9	123.8	127.4	129.6	132.5	172.4	145.1	120.6
Vancouver.....	132.6	134.8	134.5	132.7	134.8	124.2	147.8	157.2	150.8	123.3

N.B.: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

①St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada as compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 590.

TABLE G-1—STRIKES AND LOCKOUTS, 1960-1965

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1960.....	268	274	49,408	738,700	0.19
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1963.....	318	332	83,428	917,410	0.07
*1964.....	313	329	100,214	1,572,220	0.13
*1964: April.....	17	41	8,617	88,900	0.08
May.....	15	35	7,488	63,700	0.06
June.....	46	66	15,148	195,680	0.16
July.....	38	72	18,183	147,710	0.12
August.....	36	63	11,418	108,200	0.10
September.....	26	63	9,039	104,010	0.09
October.....	30	60	10,593	101,580	0.09
November.....	25	57	15,080	105,590	0.09
December.....	19	48	33,689	460,260	0.38
*1965: January.....	24	47	29,768	220,380	0.21
February.....	24	50	29,596	294,100	0.27
March.....	31	55	14,262	115,260	0.09
April.....	36	66	11,612	121,510	0.11

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, APRIL 1965, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	.....	.....	.....
Mines.....	4	490	3,790
Manufacturing.....	39	9,490	101,360
Construction.....	9	827	1,910
Transpn. & utilities.....	5	662	11,980
Trade.....	5	58	860
Finance.....	.....	.....	.....
Service.....	4	85	1,610
Public administration.....	.....	.....	.....
All industries.....	66	11,612	121,510

TABLE G-3—STRIKES AND LOCKOUTS, APRIL 1965, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	1	52	380
Prince Edward Island.....	.....	.....	.....
Nova Scotia.....	4	381	600
New Brunswick.....	2	292	580
Quebec.....	9	4,262	47,770
Ontario.....	31	5,061	52,140
Manitoba.....	1	38	400
Saskatchewan.....	1	34	30
Alberta.....	3	508	2,450
British Columbia.....	12	448	5,640
Federal.....	2	536	11,520
All jurisdictions.....	66	11,612	121,510

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
APRIL 1965**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			April	Accu- mulated		
MINES						
<i>Metal</i> Noranda Mines (Boss Mountain Div.), Boss Mountain, B.C.	Teamsters Loc. 213 (Ind.)	123	2,580	4,790	Mar. 8	Wages, institution of contract terms and conditions in effect in other operations~
<i>Mineral Fuels</i> Dominion Coal, Glace Bay, N.S.	Mine Workers Loc. 4529 (Ind.)	228	230	230	Apr. 20 Apr. 21	Objection to time study by experts employed by the company~Return of work- ers.
Drummond Coal, Westville, N.S.	CLC-chartered local	100	200	200	Apr. 27 Apr. 29	Working conditions~Return of workers pending negotia- tions.
MANUFACTURING						
<i>Rubber</i> Goodyear Tire & Rubber, Toronto, Ont.	Rubber Workers Loc. 232 (AFL-CIO/CLC)	200	100	100	Apr. 23 Apr. 23	Cause unknown~Return of workers on orders from union.
<i>Wood</i> Weyerhaeuser Canada, Mattawa, Ont.	Carpenters Loc. 2759 (AFL-CIO/CLC)	239	4,300	4,300	Apr. 5 Apr. 29	Wages~5¢ an hr. increase for males, 4¢ for females May 3, 1965, 3¢ for males Sep. 1, 1965, 3¢ male, 4¢ female Sep. 16, 1965, 3¢ male, May 1, 1966; other improvements.
<i>Paper</i> Domtar, Windsor, Que.	Pulp and Paper Workers' Federation (CNTU)	817	820	820	Apr. 4 Apr. 6	Working conditions and em- ployer-employee relations~ Return of workers.
<i>Printing and Publishing</i> The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	839	17,620	179,790	July 9	Working conditions as af- fected by computers, job security, union membership of foremen~
<i>Primary Metals</i> Anaconda American Brass, New Toronto, Ont.	Auto Workers Loc. 399 (AFL-CIO/CLC)	1,200	10,200	10,200	Apr. 20	Wages, vacations, statutory holidays~
<i>Metal Fabricating</i> Dayton Steel Foundry and Canada Electric Castings, Guelph, Ont.	Steelworkers Loc. 4656 (AFL-CIO/CLC)	148	50	50	Apr. 5 Apr. 6	Working conditions~Return of workers.
<i>Transportation Equipment</i> Bendix-Eclipse, Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	288	3,170	15,180	Feb. 8 Apr. 19	Wages, holidays, vacations, welfare benefits~9¢ an hr. immediate increase, 7¢ Nov. 1, 1966; two additional paid holidays, improved vacation pay and welfare benefits.
National Auto Radiator, Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	298	2,090	5,960	Mar. 15 Apr. 12	Wages~13¢ an hr. increase immediately, 8¢ an hr. Dec. 1, 1965, 8¢ Dec. 1, 1966.
Lucas Rotax, Montreal, Que.	Machinists Loc. 423 (AFL-CIO/CLC)	100	400	700	Mar. 29 Apr. 7	Wages, fringe benefits~Re- turn of workers.
Canadair, Montreal, Que.	Machinists Loc. 712 (AFL-CIO/CLC)	3,170	44,380	44,380	Apr. 9	Wages, fringe benefits~
<i>Electrical Products</i> Moffats Limited, Weston, Ont.	Steelworkers Loc. 3129 (AFL-CIO/CLC)	599	7,490	7,490	Apr. 11 Apr. 29	Wages, incentive rates~6¢- 12¢ an hr. increase for non- incentive workers, 4¢ an hr. for incentive workers, other improved benefits.
Beatty Bros., Fergus, Ont.	Steelworkers Loc. 6028 (AFL-CIO/CLC)	723	2,530	2,530	Apr. 25 Apr. 29	Wages, hours~Return of workers, negotiations to con- tinue.

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
APRIL 1965**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			April	Accumulated		
<i>Chemical Products</i> Consolidated Mining and Smelting, Calgary, Alta.	I.B.E.W. Loc. 254 and Chemical Workers Loc. 465 (AFL-CIO/CLC)	173	950	950	Apr. 2 Apr. 10	Wages, hours~20¢ an hr. increase retroactive to Nov. 1, 1964, 10¢ an hr. Nov. 1, 1965, increased shift differential, reduction in hours.
CONSTRUCTION						
E. G. M. Cape, Newcastle, N.B.	Labourers Loc. 1278 (AFL-CIO/CLC)	227	450	450	Apr. 8 Apr. 12	Wages, hours~Return of workers.
Canadian Betchel, Fort McMurray, Alta.	Carpenters Loc. 1325 (AFL-CIO/CLC)	300	750	750	Apr. 14 Apr. 20	Dismissal of two carpenters ~Return of most workers, replacement of others.
TRANSPN. & UTILITIES						
<i>Transportation</i> Nfld. Employers' Association, St. John's, Nfld.	Longshoremen's Protective Union (Ind.)	520	11,460	46,820	Oct. 26	Union refusal to accept terms of Industrial Enquiry Commission~
Arrow Transfer and various other trucking companies, Vancouver, B.C.	Teamsters Loc. 31 (Ind.)	104	420	420	Apr. 26 Apr. 30	Wages, term of contract, control over operation of equipment, loading and un- loading of vehicles~20¢ an hr. increase retroactive to Jan. 1, 1965, 20¢ hourly in- creases on Jan. 1, 1966, 1967, and 1968; job security for union members in hiring out equipment, other improve- ments.

Technical Note to "G" Tables

Statistical information on work stoppages in Canada is compiled by the Economics and Research branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in the section cover strikes and lockouts which amount to ten or more man-days.

The developments leading to work stoppages are often too complex to make it practicable to distinguish statistically between strikes on the one hand and lockouts on the other. However, a work stoppage that is clearly a lockout is not often encountered.

The data on workers involved include all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Where the number of workers involved varied in the course of the stoppage, the maximum number is used for monthly totals, but adjustments are made for changes reported in the number of workers involved in work stoppages extending over two or more months. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included in the data on workers involved. Their number, however, if any, is shown in parentheses for the major work stoppages listed in Table G-4. The data in parentheses are those reported at an early stage of the work stoppage, and they refer only to the plant or premises at which the stoppage occurred.

Duration of strikes and lockouts in man-days is calculated by multiplying the number of workers involved in each work stoppage by the number of working days the work stoppage was in progress. Where the number of workers involved varied significantly in the course of the stoppage, an appropriate adjustment is made in the calculation as far as this is practicable. The duration in many-days of all stoppages in a month or year is also shown as a percentage of estimated working time, based on the corresponding monthly figure or annual average figure for non-agricultural paid workers in Canada. The data on duration of work stoppages in man-days are provided to facilitate comparison of work stoppages in terms of a common denominator; they are not intended as a measure of the loss of productive time to the

economy. For convenience of expression, however, duration in man-days is on occasion referred to as "time loss" in reviews based on this series.

The data on the distribution of work stoppages by industry in Table G-2 follow the Standard Industrial Classification, D.B.S. (1960).

In Table G-3 work stoppages are classified according to jurisdiction, whether federal or provincial. This is done on the basis of the governmental agency that intervened in the dispute. Where there was no such intervention the classification is, wherever possible, on the basis of the agency that previously dealt with labour matters in the establishment involved.

Work stoppages involving 100 or more workers are listed in Table G-4, which shows in each instance the employer(s) and the location of the premises at which the work stoppage occurred, the union(s) directly involved or concerned in the dispute, number of workers involved, duration in man-days, starting date (the first day on which normal operations were affected) and termination date. For work stoppages that are terminated by mutual agreement, the termination date is usually the day on which work was resumed. Work stoppages that have not been resolved in this way are as a rule considered terminated, for statistical purposes, at the date by which it was established that two-thirds or more of the workers involved had either returned to work, or had found work with other employers, or had been replaced by new employees; or the date by which it was reported that the operations affected by the work stoppage would not be resumed. Also shown in Table G-4 are the major issues, as far as known, that led to work stoppage, and the result, i.e., the terms of settlement of major issues where a settlement was reached when the work stoppage terminated, or the circumstances in which the work stoppage came to an end.

While the methods used to obtain data on work stoppages preclude the likelihood of major omissions, it is not always possible, particularly on a preliminary basis, to obtain precise information in detail. Consequently the information in this section may not be accurate in all respects.

Explanatory Note

to "Classification of Labour Market Areas"

(page 507)

The system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local market conditions based on an appraisal of the situation in each area. In considering each category, it is necessary to keep in mind the marked seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which the classification system is based are as follows:—

Group 1: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent, depending on the size and character of the area.

Group 2: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent, but less than 10.0, 12.0 or 14.0 per cent, depending on the size and character of the area.

Group 3: Balanced Labour Supply. Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 1.9 or 2.4 per cent, but less than 6.0 or 7.0 per cent, depending on the size and character of the area.

Group 4: Labour Shortage. Areas in which current or immediately prospective labour demand exceeds supply in most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is less than 2.0 or 2.5 per cent, depending on the size and character of the area.

The classification of areas does not depend solely on the ratio of job applications to paid workers. All areas, and particularly those in which the ratio is close to the limits of the above-mentioned ranges, are examined closely in the light of other kinds of information to see whether they should or should not be reclassified. Information on labour market conditions at local areas is obtained mainly from monthly reports submitted by each of the local offices of the National Employment Service. This information is supplemented by reports from field representatives of the Department

of Labour who regularly interview businessmen about employment prospects in their companies, statistical reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

The term "labour market" as used in this section refers to a geographical area in which there is a concentration of industry to which most of the workers living in the area commute daily. The term is not meant to imply that labour is a commodity and subject to the same kind of demand and supply factors operative in other markets.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in agriculture. This grouping is not meant to indicate the importance of an area to the national economy.

The key to this grouping is: a "metropolitan" area is one with a labour force of 75,000 or more; a "major industrial" area is one with a labour force of from 25,000 to 75,000 of which 60 per cent or more are in non-agricultural occupations; a "major agricultural" area is one with a labour force between 25,000 and 75,000 of which 40 per cent or more are in agriculture; and a "minor" area is one with a labour force of 10,000 to 25,000.

The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. In general the boundaries of these areas coincide with the district serviced by the respective local office or offices of the National Employment Service. In a number of cases, local office areas have been amalgamated and the names used include several other local office areas, as follows: Farnham-Granby includes Cowansville; Montreal includes Ste. Anne de Bellevue; Lac St. Jean includes Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval and Alma; Gaspe includes Causapsal, Chandler, Matane and New Richmond; Quebec North Shore includes La Malbaie, Forestville, Sept Iles and Baie Comeau; Sherbrooke includes Magog; Trois Rivières includes Louiseville; Toronto includes Long Branch, Oakville, Weston and Newmarket; Sudbury includes Elliot Lake; Niagara Peninsula includes Welland, Niagara Falls, St. Catharines, Fort Erie and Port Colborne; Vancouver-New Westminster includes Mission City; Central Vancouver Island includes Courtenay, Duncan, Nanaimo and Port Alberni; and Okanagan Valley includes Kelowna, Penticton and Vernon.

The 110 labour market areas covered in this analysis include 90 to 95 per cent of all paid workers in Canada.

Technical Note to "E" Tables

Under the Unemployment Insurance Act contact between the claimant and the Unemployment Insurance Commission is made through a network of local offices. The statistics in Tables E-2 to E-4 relate mainly to local office claim operations.

Upon separation from employment, a person wishing to file a claim for benefit applies to the nearest local office of the Commission in person or by mail. An application for employment is taken by the Employment Branch of the local office and, if a suitable vacancy exists, a referral is made. If suitable employment is not available, a claim for benefit is taken by the Insurance Branch.

If the person applying for benefit has had no previous entitlement established, an initial claim will be taken and entitlement computed, otherwise a renewal claim will be filed. Initial and renewal claims thus constitute an advance notice by a claimant that he wishes to draw benefit. In some cases where employment is found immediately, however, the claimant may not return to prove unemployment.

The total of initial and renewal claims (Table E-3) thus approximates the number of new separations from insured employment during a month. To the extent that an initial claim is taken from a person who has exhausted his benefit and seeks re-establishment of further credits, the total would, however, constitute an overstatement of the volume of new separations.

Claims in the category "entitled to benefit" include initial claims established on which no disqualification was imposed, and renewal claims allowed, no disqualification. Claims "not entitled to benefit" consist of failures on initial claims due to insufficient contributions, and, in addition, disqualifications im-

posed on either initial or renewal claims. Claims not completely processed at the end of a month are shown as pending.

Claimants are required to report weekly, except postal claimants, who may report every two weeks. Data on claimants currently reporting to local offices are obtained from a count of individual unemployment registers in the current file at the month-end (Table E-2). Once a claim is taken, the document on which the record of current activity is maintained is placed in the current file and becomes dormant only after the scheduled reporting pattern has been broken twice in succession. The count of weeks of proved insured unemployment is begun again simultaneously with a new renewal claim and with initial claims, except those representing re-computation of additional credits. In these latter cases, the count is cumulated from the claim taken at the time the employment terminated.

Information on payments (Table E-4) is provided by Treasury offices of the Unemployment Insurance Commission and relates to payments made during a month. In some cases, however, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks of unemployment.

Estimates of the insured population (Table E-1) are based on a count of persons either working in insured employment or on claim at June 1 each year. Monthly estimates are based on the June count of persons employed projected, by industry, using employment indexes from *Employment and Payrolls* (Employment Section, Labour Division, D.B.S.). To these employment data are added the number of claimants reported at month end, as described above.

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